



Mental Health
Southern Region Summit XVIII

Evaluation Summary Report

Beyond the Talk, Practicing the Walk: A Path to Bridge the Cultural Gap

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Executive Summary

In the fall of 2012, the County of San Diego Health and Human Services Agency (HHSA) Behavioral Health Services Division through Mental Health Services Act (MHSA) Prevention and Early Intervention (PEI) funds and the County's *Live Well, San Diego!* Initiative sponsored the "Cultural Competence & Mental Health Southern Region Summit XVIII, Beyond the Talk, Practicing the Walk: A Path to Bridge the Cultural Gap". The Summit took place on the 6th and 7th of December at the Hilton San Diego Resort & Spa.

In the spring of 2012 the Planning Committee was formed under the leadership of Dr. Piedad Garcia, Director of Adult/Older Adult Systems of Care, Ethnic Services Manager, Behavioral Health Services Division of the County of San Diego Health and Human Services Agency. The Planning Committee was made up of Southern California Ethnic Services Managers and community stakeholders. A complete list of the members of the Planning Committee can be found in Appendix A. The committee was very passionate about taking the Summit to the next level and moving from research to practice – applying what has been learned to bring about change in communities throughout California. From their collective vision, the Summit goal and objectives were formed.

The goal of the Cultural Competence & Mental Health Southern Region Summit XVIII (CCMH Summit XVIII) was to answer the call to reduce behavioral health disparities for African-Americans and Latinos, which are among two of five historically under-served communities in California. In line with the Prevention and Early Intervention (PEI) component of the MHSA, the CCMH Summit XVIII presented community informed practices in the African-American and Latino communities that addressed behavioral health care through prevention and early intervention strategies.

The Objectives for the CCMH Summit XVIII included:

- Building an understanding of the role history and cultural traditions have in achieving community defined behavioral health practices and related services.
- Recognizing how language, ethnic and cultural traditions provide the foundation for developing culturally specific intervention strategies.
- Providing prevention services which are comprehensive, culturally relevant and sustainable.
- Understanding ways to engage and connect with African-American and Latino communities through culturally informed outreach strategies.
- Increasing knowledge about community access points and resources to increase the access to behavioral health services.

The primary focus of the Summit was twofold, reducing disparities in access to mental health services particularly within the African-American and Latino communities, and increasing cultural competence. The Summit also addressed other populations such as: Native Americans, Asian/Pacific Islanders and LGBTQ. Additionally, the Summit highlighted the California Reducing Disparities Project (CRDP), an initiative in response to the call for national action to reduce mental health disparities and seek solutions for historically underserved communities in California. The Department of Mental Health (DMH), in partnership with Mental Health Services Oversight and Accountability Commission (MHSOAC),

and in coordination with the California Mental Health Directors Association (CMHDA) and the California Mental Health Planning Council, called for a key statewide policy initiative as a means to improve access, quality of care and increase positive outcomes for racial, ethnic and cultural communities. In 2009, DMH launched this two-year statewide Prevention and Early Intervention effort utilizing \$3 million dollars in Mental Health Services Act (MHSA) state administrative funding.

This initiative, entitled the California Reducing Disparities Project, focused on five populations:

- African Americans
- Asian/Pacific Islanders
- Latinos
- Lesbian, Gay, Bi-sexual, Transgender, Questioning (LGBTQ)
- Native Americans

The array of institutes and workshops offered reflected the presence of the CRDP at the Summit. Topics included: Geriatric Mental Health Services for Refugees and Immigrants, Filipino Americans, Health and Wellness for California Native Americans, Reducing Disparities for LGBTQ Communities, Evidence-Based Prevention and Early Intervention Services for African American, Latino, and Vietnamese Older Adults, and Community-Defined Solutions for Latino Mental Health Disparities. The Summit hosted a total of 43 presentations comprised of four institutes, 31 workshops, eight media advocacy showcases, plus 43 resource exhibit tables. For a complete list of workshops see Appendix B.

A total of 775 evaluations were collected, of which 651 were institute and workshop evaluations and 119 were overall summit evaluations. Please note responses submitted by attendees were left in their original format. Feedback regarding the Summit was tremendously positive from venue and logistics to keynotes and presentations. Attendees left the Summit with a renewed passion for their work and new tools and insights for working with their communities.

“... an enriched learning experience for many and in the fostering of hospitality created the opportunity for many to connect with old friends and come to know new ones!

- Southern California Ethnic Services Manager

Overall Summit Evaluation

The overall summit evaluation consisted of 20 questions. Question 1-16 allowed respondents to select either “Strongly Agree”, “Agree”, “Disagree” or “Strongly Disagree”. Questions 17-20 were open-ended. A total of 117 overall evaluation responses were gathered. Following are the overall ratings for questions 1 – 16. A complete compilation of the overall evaluation data can be found in Appendix D.

Table 1: Overall Evaluation Responses

Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
1. The knowledge and skills taught are applicable to my job.	119	87	31	1	0
2. What I learned from the Summit will help me do my job better.	118	79	38	1	0
3. I will be able to use what I learned immediately.	118	72	42	4	0
4. The presentations held my interest.	119	77	41	1	0
5. The activities and exercises facilitated my learning.	118	69	44	5	0
6. I was fully engaged in this Summit.	117	73	39	5	0
7. Overall, the presenters were informative, clear, and easily understood.	119	83	35	1	0
8. The speakers were well prepared.	118	81	35	2	0
9. The materials provided were relevant, useful, and essential to my learning.	119	73	42	4	0
10. I increased my knowledge about community access points and resources to access behavioral health services.	119	64	46	9	0
11. I learned of ways to engage and connect with African-American and Latino communities through culturally informed outreach strategies.	119	66	44	9	0
12. Overall, the Conference Goal & Objectives were met.	117	68	44	5	0
13. The Summit was worth the time spent away from my job.	119	86	29	4	0
14. The workshop content met my expectations.	118	73	37	8	0
15. The hotel and accommodations were comfortable and convenient.	114	80	29	3	2
16. The food served was tasty and appealing.	117	79	29	8	0

See Appendix D for responses to questions 17 – 20 (open ended questions).

When attendees were asked to identify one or two valuable things that they would bring back to their job or community, the following themes presented themselves: the continued process or implementation after the summit, empowerment, knowledge of the accessibility or disparities in mental health care, increased collaboration, how to ensure cultural awareness or competency, a new type of therapy or resource they would use, the importance of data or statistics, and forgiveness techniques. (Appendix D: Question 17 pages 17-19)

When asked what type of help they would need to apply what they had learned, the following themes presented: collaboration or network, centralized resources or webpage, expanded education or training, support, accountability, and resources or assistance for youth and funding. The support they would need was identified as support from county workers, support in creating a committee and support to initiate new programs. (Appendix D: Question 18 pages 20-21)

The next question addressed what attendees felt would have made the summit better. General themes that appeared in the comments were: desire of more experiential activities, more specific clinical skills presented on, more movement throughout the conference and more attention or announcements of exhibit tent. Some comments in regards to workshops in particular were that they would have liked longer workshops or fewer workshops offered at a time so that they could attend more workshops, and a lack of representation of Middle Eastern cultures and some other minorities. (Appendix D: Question 19 pages 22-24)

Lastly, attendees were asked what else they would like to see added. Several comments indicated that there were groups/areas that were not addressed during the Summit. These included: Arab, Persian, Southeast Asian, youth, children of incarcerated parents, gambling and medications in cultures. Other comments included a need for practical tools to bring back, and more opportunities for dialogue at the Summit. (Appendix D: Question 20 pages 25-26)

In general, feedback from the Summit was overwhelmingly positive; of particular note were the numerous positive comments about the speakers, program, resources, hotel and the food.

*“Thank you for all the work that came in to conduct this Summit.
I am privileged to attend!!!”
- Summit Participant*

Institute & Workshop Evaluations

Evaluations were distributed for each institute and workshop, with a total of 651 evaluations completed. See Table 2 below for the number of evaluations collected per session. Detailed evaluation results can be found in Appendices F – J.

Table 2: Number of Evaluations Collected Per Session	
Session	Number of Evaluations Completed
Institutes	92
Workshop Session A	159
Workshop Session B	111
Workshop Session C	159
Workshop Session D	130

Tables 3 and 5 display the percentage that attendees either agreed or strongly agreed with the statement. Feedback was again overwhelmingly positive.

Table 3: Average Institute Evaluation Ratings	
Question	Rated “Strongly Agree” or “Agree”
The knowledge and skills taught in this institute are applicable to my job.	99%
What I learned from the institute will help me do my job better.	99%
I will be able to use what I learned immediately.	99%
This institute held my interest.	99%
The activities and exercises facilitated my learning.	99%
I was fully engaged in this institute.	99%
The presentation was well organized and easy to understand.	99%
The presenters were responsive to my needs and questions.	99%
The training materials the presenters used were relevant, useful, and essential to my learning.	98%
The institute was worth the time spent away from my job.	99%
The institute content met my expectations.	98%
The institute increased my knowledge about access to behavioral health services.	95%
Overall, this institute met the Conference Goal & Objectives.	99%

The next three questions on the Institute Evaluation were open-ended and addressed: 1 or 2 valuable things that attendees learned in the Institutes that they can apply in their jobs, the kind of help they would need to apply what they learned, and what they felt would have improved the institute. Each question had at least three themes that emerged in the feedback (see Table 4).

Table 4: Institute Open-Ended Questions

Question	Themes
Identify 1 or 2 valuable things that you learned in this institute that you can apply in your job.	<ul style="list-style-type: none"> • Integrated Collaboration • Issue of Cultural Competency & Adaptation • Importance of Data & Collecting it
What kind of help would you need to apply what you learned?	<ul style="list-style-type: none"> • Funding • Support/Cooperation (from agencies & county) • Knowledge & Education Materials • Consultants
What would have improved the institute?	<ul style="list-style-type: none"> • More Time • Handouts • Group Discussion

Table 5: Average Workshop Evaluation Ratings

Question	Rated "Strongly Agree" or "Agree"
The knowledge and skills taught in this workshop are applicable to my job.	98%
What I learned from the workshop will help me do my job better.	97%
I will be able to use what I learned immediately.	94%
This workshop held my interest.	97%
The activities and exercises facilitated my learning.	95%
I was fully engaged in this workshop.	95%
The presentation was well organized and easy to understand.	97%
The presenters were responsive to my needs and questions.	98%
The training materials the presenters used were relevant, useful, and essential to my learning.	97%
The workshop was worth the time spent away from my job.	97%
The workshop content met my expectations.	95%
The workshop increased my knowledge about access to behavioral health services.	91%
Overall, this workshop met the Conference Goal & Objectives.	97%

Similar to the Institute Evaluation, the next three questions in the Workshop Evaluation were open-ended and addressed: 1 or 2 valuable things that attendees learned in the workshop that they can apply in their jobs, the kind of help they would need to apply what they learned and what they felt would have improved the workshop. Each question had at least four themes that emerged in the feedback (see Table 6).

Table 6: Workshop Open-Ended Questions

Question	Themes
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.	<ul style="list-style-type: none"> • New Methods or Practices • Culturally Specific Approaches or Barriers • Understanding of Cultural Differences • Reducing Stigma About Mental Health
What kind of help would you need to apply what you learned?	<ul style="list-style-type: none"> • Funding • Support or Cooperation (from agencies & county) • Additional Information & Training Materials • Resources (handouts, books, websites)
What would have improved the workshop?	<ul style="list-style-type: none"> • More Time • Handouts • Group Discussion • Stories & Examples • Less Technical Difficulties

Feedback regarding the Institutes & Workshops was exceedingly positive particularly in regards to content and knowledge of the speakers. Additionally, the evaluations show that participants felt the information was relevant to their work, the information will help them do their jobs better and the Summit goal and objectives were met.

“Awesome job - THE BEST SUMMIT I have ever attended! So much information I can take so much of what I have learned and immediately incorporate it into my work!”

- Summit Participant

Conclusion

From the evaluation data, it is evident that attendees left with valuable knowledge to take back to their communities, and a heightened sense of cultural competence and awareness. They obtained new tools and were able to identify what is needed to promote change and action. Keynotes and presenters compelled attendees to take back what they learned and apply it within their communities, and to do so immediately while momentum is strong.

The primary focus of the Summit was to bring attention to reducing disparities in access to mental health services particularly within the African-American and Latino communities, and to increase cultural competency. While highlighting the African-American and Latino communities, the Summit also addressed or presented other communities and the CRDP. Largely, attendees felt that the Summit goal and objectives were met, and that what they learned at the Summit will help them do their jobs better.

All conference materials, including most workshop and institute PowerPoint presentations and the available CRDP Reports, can be found at: <http://www.culturalcompetencesummit.org/>. Feedback contained in this evaluation report may be helpful and/or utilized for planning next year's conference.

"My own take away message that resonated throughout my experience there was, let's not take all this time and energy to talk about the issues, get amped up while being there and then return back to our homes/communities and let all of what transpired collect dust or dissipate into thin air. We have to mobilize from every avenue that we are representing from various capacities and take action to make our ripples mount to waves of change."

- Summit Participant

Appendices

Appendices

Appendix A: Planning Committee

Name	Agency
Myriam Aragón	Program Manager, Cultural Competency/Recovery Learning Center, Riverside County Department of Mental Health
Patrice Baker	Community Outreach Coordinator, Harmonious Solutions
Sandra Chang-Ptasinski	Ethnic Services Manager, County of Los Angeles Department of Mental Health, Quality Improvement Division, Cultural Competency Unit
Minola Clark Manson	BHETA Program Coordinator, Academy for Professional Excellence
Rosalind Corbett	SDC – CADRE, San Diego County
Suzie Dong-Matsuda	Service Chief I, Adult Outpatient Mental Health-API, Ethnic Services Manager Health Care Agency Behavioral Health Services Orange County
Piedad Garcia	Director, Adult/Older Adult Systems of Care, Ethnic Services Manager, Behavioral Health Services Division, County of San Diego Health & Human Services Agency
Karen Harris	Staff Development Specialist, Knowledge Center, County of San Diego Health & Human Services Agency
Celeste Hunter	Family Partner, Child & Adolescent Services Research Center
Veronica Kelly	Deputy Director, Regional Operations & AOD Services, County of San Bernardino Department of Behavioral Health
Louise Lecklitner	Program Manager, Office of the Clinical Director, Behavioral Health Services Division, County of San Diego Health & Human Services Agency
Rosa Ana Lozada	Chief Executive Officer, Harmonium Inc.
Nancy Mancha-Whitcomb	Program Supervisor and Ethnic Services Manager, San Luis Obispo County Behavioral Health Department
Kristina Maxwell	Administrative Analyst III, Adult/Older Adult Systems of Care, Behavioral Health Services Division, County of San Diego Health & Human Services Agency
Janine Moore	Prevention and Early Intervention Coordinator, Riverside County Department of Mental Health
Will Rhett-Mariscal	Center for Multicultural Development, California Institute for Mental Health, Sacramento
Refugio “Cuco” Rodriguez-Rodriguez	MHSA Division Chief, Ethnic Services Manager, ADMHS County of Santa Barbara
Patricia Tapia	Program Specialist III, Aging and Independence Services (AIS) County of San Diego Health & Human Services Agency
Jewel Thompson	CEO/Executive Director, Inland Multi-Cultural Counseling Agency
Luis Tovar	Ethnic Services Manager, County of Ventura Behavioral Health Department
Hanh D. Truong	Past Cultural Competency Officer, Office of Cultural Competence & Ethnic Services, County of San Bernardino Department of Behavioral Health

Appendix B: Workshops, Institutes & Media Advocacy Campaigns

Workshops Session A Thursday: 1:00-2:30PM		Presenter(s)
1. Sharing Knowledge, Improving Lives: Community-Defined Solutions for Latino Mental Health Disparities		Sergio Aguilar-Gaxiola
2. Evidence-Based Prevention and Early Intervention Services for African American, Latino, and Vietnamese Older Adults		Pei Chen Emily Wu
3. More Opportunities Through the California Reducing Disparities Project		Stacie Hiramoto Ruben Cantu
4. Promotores de Salud		Myriam Aragon Alexander Fajardo
5. Increasing Cultural Competence with Minority Service Members and Veterans		Lena Payne Rachel Bentley
6. Through a Cultural Lens: A Different Way to Understand (and Diagnose) Our Clients		Alison Solomon
7. A Candid Look at Diversity in the Central Region		Dante Daut Lisa Covington Ericka Cordero
8. Understanding Client Culture and Journeys		Minh Ha Pham John (Anonymous) Minni Lucas Nicole Lehman Greg Wright
Media Advocacy Campaign Showcase Thursday: 1:00-2:30PM		Presenter(s)
TEAM Up: Tools for Entertainment and Media, Statewide Campaign by Entertainment Industries Council a CalMHSA SDR Program Partner		Nedra Weinreich John Hinrichs
Using Social Media in a Behavioral Health Environment, San Bernardino County, Department of Behavioral Health Office of Innovation		Susanne Kulesa
Institutes Thursday: 1:00-2:30PM & 2:45-4:15PM		Presenter (s)
I. Removing Barriers to the Elimination of Disparities: Is Cultural Competence Enough?		Dr. King Davis
II. Implementation of Evidence-Based Practices in a Rural Community		Mike Horn

Workshops Session B Thursday: 2:45-4:15PM		Presenter(s)
1. First, Do No Harm: An Introduction to Reducing Disparities for LGBTQ Communities		Poshi Mikalson
2. Improved Depression & Diabetes Care Management		Veronica Cardenas Elizabeth Lugo Consuelo Razo
3. Africancentric Rites of Passage, Cultural Competency and PEI Intervention		Dr. E.M. Abdulmumin Dr. Marva Bourne Dretona Maddox
4. Bridging the Cultural Gap in African American & Latino Communities		Edwina Browning-Hayes Georgie Sullivan Angelica Garcia
5. Diversity in Dementia		Mario Garrett Anette Asher
6. Providing Mental Health Services to Torture Survivors in San Diego County		Mahvash Alami Rad Patricia Hillard
7. Loud and Clear: Partnering with Journalists for Accurate, Stigma-Free Mental Health Stories		Carlos Alcazar Sally Douglas Arce
8. Native Vision: A Focus on Improving Behavioral Health and Wellness for California Native Americans		Kurt Schweigman Carrie Johnson Karen Kolb
Media Advocacy Campaign Showcase Thursday: 2:45-4:15PM		Presenter(s)
Up to Us, Riverside Department of Mental Health and AdEase		Bill Brenneman Sherry LeCocq
Our Personal Journeys- Mental Health Awareness on Campus: Developing a Multi-Media Stigma Reduction Campaign with Transitional Age Youth in a College Setting, San Luis Obispo County, Transitions Mental Health Association		Shannon McQuat Cami Rouse
Institutes Thursday: 1:00-2:30PM & 2:45-4:15PM		Presenter (s)
I. Removing Barriers to the Elimination of Disparities: Is Cultural Competence Enough?		Dr. King Davis
II. Implementation of Evidence-Based Practices in a Rural Community		Mike Horn

Workshops Session C Friday: 10:30-12:00PM		Presenter(s)
1.	California Reducing Disparities Project (CRDP): African American Populations Report	Dr. Diane Woods Suzanne Midori Hanna Carolyn Murray
2.	Effective Strategies to Promote Latino Mental Health and Reduce Stigma	Kevin Kirkpatrick
3.	Cultural Traits: Bridges to Serving Clients Effectively	Dr. Andre Branch
4.	Filipino Americans: Cultural Awareness and Clinical Applications	Lorna Pham Mary Ann Franco
5.	Multicultural Preventive Approach to Geriatric Mental Health Services for Refugees and Immigrants	Agnes Hajek Dr. Dixie Galapon Salwa Yalda
6.	The Process of LGBT Acceptance in the Latino Family	Corinne Contreras
7.	Using Motivational Interviewing (MI) with Latino Populations	James (Diego) Rogers
8.	Cultural and Personal Forgiveness	Sharon Adams
Media Advocacy Campaign Showcase Friday: 10:30-12:00PM		Presenter(s)
	OC LGBTIQ ACCEPT, Orange County Health Care Agency/ Behavioral Health Services	Hieu Nguyen Lamar Smith
	It Ain't Communication, If They Don't Listen: A Public/Private Partnership Media Marketing and Advocacy Strategy Framework to Deliver Your Message, Ventura County Behavioral Health	Luis Tovar
Institutes Friday: 10:30-12:00PM & 1:00-2:30PM		Presenter (s)
III.	Expanding an Authentic Conversation on Evidence Based Practice and the Risk to Latino Communities: Where Do We Go From Here?	Rachel Guerrero
IV.	Alameda County – From Dialogue to Action; “Stepping” Toward Improving MH Outcomes for the African American Community	Gigi Crowder

Workshops Session D Friday: 1:00-2:30PM		Presenter(s)
1.	From Mental Health Disparity to Health Care Reform Equity: Lessons Learned from the California Reducing Disparities Project API Workgroup	C. Rocco Cheng
2.	Mental Health in Schools Building a Continuum of Healthcare and Education Systems	Bruce Wheatley
3.	Storytelling to Bridge the Cultural Divide	Bobbi Fischer Rubinstein (cancelled due to family emergency)
4.	Ethnic Beauty and Internalized Oppression: Open Wounds	Barbara Ann White
5.	African Dance Movement and Drum Combined with Narrative Therapy Techniques on the Mental Health Care and Community Well-Being of African Americans	Suzanne Forbes Vierling Nana Obrafo Yaw Asiedo Monette Marino
6.	Promotas de Salud as a New Approach to the African American Community in the County of San Bernardino	Alexander Fajardo Linda Hart
7.	Communicating is More than Translating	Simon Dixon Luis Tovar
8.	Historical Trauma in Context	Dr. Leon Altamirano
Media Advocacy Campaign Showcase Friday: 1:00-2:30PM		Presenter(s)
	Understanding Recovery Journeys and Meanings from Client Perspectives, Orange County Health Care Agency/ Behavioral Health Services	Minh-Ha Pham
	Housing Matters, Cook + Schmid on behalf of San Diego County Health and Human Services Agency	Emily Anderson Kalie Standish
Institutes Friday: 10:30-12:00PM & 1:00-2:30PM		Presenter (s)
III.	Expanding an Authentic Conversation on Evidence Based Practice and the Risk to Latino Communities: Where Do We Go From Here?	Rachel Guerrero
IV.	Alameda County - From Dialogue to Action; "Stepping" Toward Improving MH Outcomes for the African American Community	Gigi Crowder

Appendix C: Overall Evaluation Form



Cultural Competence & Mental Health Southern Region Summit XVIII *Beyond the Talk, Practicing the Walk: A Path to Bridge the Cultural Gap*

Overall Summit Evaluation

Below is an evaluation checklist asking you to rate your Summit experience. Please use an "X" to mark your response to the following statements that best reflects your views. Your valuable feedback will help us evaluate and improve this workshop. Thank you.

	(4) Strongly Agree	(3) Agree	(2) Disagree	(1) Strongly Disagree
RELEVANCE TO MY JOB				
1. The knowledge and skills taught are applicable to my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. What I learned from the Summit will help me do my job better.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I will be able to use what I learned immediately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENGAGEMENT				
4. The presentations held my interest.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The activities and exercises facilitated my learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I was fully engaged in this Summit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PRESENTER				
7. Overall, the presenters were informative, clear, and easily understood.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. The speakers were well prepared.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The materials provided were relevant, useful, and essential to my learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CONFERENCE GOAL & OBJECTIVES				
10. I increased my knowledge about community access points and resources to access to behavioral health services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I learned of ways to engage and connect with African-American and Latino communities through culturally informed outreach strategies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Overall, the Conference Goal & Objectives were met.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
OVERALL				
13. The Summit was worth the time spent away from my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. The workshop content met my expectations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. The hotel and accommodations were comfortable and convenient.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. The food served was tasty and appealing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identify 1 or 2 valuable things that you learned that you can apply in your job and community.				
What kind of help would you need to apply what you learned?				
What would have improved the Summit?				
Is there anything you would like to see added?				

Appendix D: Overall Evaluation Responses

Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
1. The knowledge and skills taught are applicable to my job.	119	87	31	1	0
2. What I learned from the Summit will help me do my job better.	118	79	38	1	0
3. I will be able to use what I learned immediately.	118	72	42	4	0
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12. Overall, the Conference Goal & Objectives were met.	117	68	44	5	0
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14. The workshop content met my expectations.	118	73	37	8	0
15. The hotel and accommodations were comfortable and convenient.	114	80	29	3	2
16. The food served was tasty and appealing.	117	79	29	8	0

Overall Evaluation Open Ended Questions

17. Identify 1 or 2 valuable things that you learned that you can apply in your job and community.

- Together we can make a change. Empowerment.
- Engagement strategies, advocacy tips.
- 1) Drumming in therapy 2) How to relate/engage my AA clients better
- Gloria Morrow was awesome!
- Challenge of cultural gaps. Disparities in MH care.
- "Drumming" Survivors of Torture presentation
- Experiential workshops
- Awesome job- THE BEST SUMMIT I have ever attended! So much information I can take so much of what I have learned and immediately incorporate it into my work!
- Need to continue the process we have been working on
- Muchas gracias for the Gift of Saleiduria Salsa performance, "Los Primos""": Super"
- Moving beyond cultural competency to advocacy. Implement recommendations in 5 CRDP reports
- Everything I learned was viable.
- Pride/empowerment
- Everything
- Analogy - Lincoln to Obama eras
- Clinicians need direction on how to apply material 2) I can create the learning tools
- Forgiveness/ Narrative therapy
- We do not have enough "color" representation within our community
- Work on accessibility. Listen to clients' needs
- How to integrate cultural activities and traditions in order to facilitate change and health
- Empower communities and strengthen existing supports- fund their ideas
- The reminder to be constantly vigilant in our work
- Dialogue. Get involved further. Get more vertical!
- Leadership, passion, personal commitment to growth
- Collaboration in networking 2) Adaptation
- Tailoring needs to unique traits
- Political information, more African American
- Will share this knowledge with my co-workers
- Utilize other provider resources to collaborate and meet the needs of client.
- I loved the Filipino breakout session.
- That dance expresses emotions
- 7 steps of forgiveness and internal oppression Obama and Lincoln same issues
- How to ensure cultural awareness in all practices
- Many resources in book form that I was not aware of
- Forgiveness and marketing ideas.
- The use of the internet for advocacy and stigma reduction
- Hip Hop therapy
- Found connections with people that I've been looking to make. Will help me make my job

much easier

- More communication between providers would make service provision more effective. A clear agreed upon definition of cultural competence is needed.
- Different techniques to use in the school where I work
- Workshop on forgiveness was excellent.
- Thank you for all the work that came in to conduct this Summit. I am privileged to attend!!! Too many to mention. THANK YOU for bringing FILIPINOS to the presentation line-up. Please continue!!
- I took notes at many of the presentations and have already taken that information and handouts available at the resource fair, to create groups/activities for the clients at my program. I contacted SAMHSA for posters of some of the fliers I received at the fair and posted them on our unit for clients. I really liked the presentation on Forgiveness and the presentation on Understanding Client Culture and Journeys was especially interesting.
- Advocating for my community and resources I can give them
- I have learned specifics about issues that concerns of the LGBTQ community and the impact it has on the way things are perceived based on the mental health lens.
- Overall reminder of the importance of cultural sensitivity, i.e. when working with AAs, Latinos, and LGTBQ population
- 1. Statistics of how underserved some of the populations are. 2. Information in regards to the co-occurrence of both medical and mental health conditions
- Media contracts that can be used in the further development of media campaigns in our County.
- The importance of acceptance for LGBT youth.
- I learned about local resources that are available (many of which I was unaware of)
- Greater exposure to innovative projects and programs designed to provide culturally appropriate services. Motivation to remain diligent in communicating and behaving in culturally appropriate ways when interfacing with colleagues and community member. "
- Be passionate about work & encouraging others the same. * Take leadership roles when they arise. *Be a voice for yourself & others. * Read reports & data, be informed!
- I will be able to use the videos on Conversion Therapy and LGBT mental health that I was exposed to by Lamar and Hieu.
- Read the studies discussed at the conference.
- I learned about the impact that media limited images of beauty can have on the self-esteem of ethnic minorities and about some of the unique disparities facing the LGBT community.
- The variety of resources available here in San Diego County
- I learned that the evidence based practices may not apply/work with the various cultures because "the evidence," was not researched in these cultures. I learned about the Native Americans and the trauma. I learned about the impact of ACE and P.E.I.
- Unique programs , internal cultural struggles
- How to utilize statistics with stories to make a compelling case in advocating for inclusion
- How to evaluate an organization's cultural competency and needs
- The concept of community defined practices
- Excellent Marketing tools
- From the Keynote Speakers I learned that they would dismiss my views in a second. I learned that I do not want to follow their lead a dismiss anyone who don't have their liberal views.

-
- Collaboration across cultural groups is necessary to advocate for adequate and competent services for all. Need to tackle realizing the various CRDP reports.
 - Working with CRDP partners; Learning about Native American historical trauma.
 - Refugee Trauma and PTSD.
 - I learned that many immigrants are edge walker.
 - The seminar about the Pacific Islander Population was excellent.
 - When Dr. Garcia spoke about the Latino community and the stats I was surprised. I realized that at my agency we need to do more marketing to the Latino community for our Spanish track. I found the panel to be very interesting as well and that our agency needs to focus more on reaching out to the underserved populations.
 - I learned how to adjust direct clinical practice to accommodate different cultures and about "edge walkers" bridging between systems/communities
 - I was inspired to possibly become more pro-active as a mental health professional with regard to advocating for greater equality in terms of cultural considerations and mental health treatment, and access to it
 - Watching for a White House Cultural Competence & Mental Health Conference & the Latino Report(5 A's:->....Access, Affordability, Availability, Appropriateness, & Advocacy)
-

Overall Evaluation Open Ended Questions

18. What kind of help would you need to apply what you learned?

- More education to staff and administrators.
- How CBO non-profits can access appropriate interpreter services
- Therapy to fight for social justice
- Network to collaboration to influence policy to define key points for 2014 White House conference.
- Specific expectations and some kind of accountability
- None (3)
- Keep remembering
- A centralized resource web page that updates with best practice application
- Collaboration
- Support and assistance in creating a committee
- Support from county to work with community
- Help management be more flexible with Bureaucracy procedures.
- More ideas and resources
- Administer support and time off for outreach
- Accountability
- More funding
- Structured time for evaluations.
- Literature
- funding- friendly collaboration
- More accessible to contact info TAY engagement
- Take action and stand up for change. Be an edge walker
- Copies of each presenters slides for all plenary and workshops
- More resources for youth to use the Internet
- Support from county workers
- Community liaisons, more collaboration (less talking about working together)
- Think I am good - great resources
- Same as below.
- I feel it was stated in several sessions, and strongly agree, that many of us feel a need for additional training and assistance in working with LGBTQ clients.
- More hands on tips for working with specific populations.
- Continued connection to networks
- No necessary help, but more of an ongoing reminder of what I have learned. This can the shape of monthly meetings or webinars.
- Support to provide services in Spanish to the Spanish population
- Increased partnerships with my agency and other local agencies.
- More group discussion in sessions about specific clients or vignettes of potential clients. Shorter presentations to include more time on activities in workshops.
- More information on data used for each study, and how to use data to evaluate our department (measurable outcomes).
- More support from the administrative levels to be able to implement program aspects that might help reduce disparities.
- I just need to make contact with the resources and obtain flyers for our resource table.

-
- Just permission to apply what was reported by the 5 groups.
 - Support to initiate new programs (8)
 - I would have liked to hear more about how different cultures operate. I went to Filipino American Culture Awareness, and Historical Trauma and they were wonderful.
 - continuous education and exposure to culture different from mine.
 - I need to educate our agency outreach team and find various ways to reach out to the undeserved population.
 - More about behavior change strategies, and less on policy and statistics. Statistics are the symptoms of the problem, you need to look at the systemic issues causing the problem. Policy is about generating resources; it's not direct practice or organizational behavior. Need more on organizational change, including organizational culture
 - NONE at this time. I'll call Piedad if I do!!!
-

Overall Evaluation Open Ended Questions

19. What would have improved the Summit?

- Nothing, Absolutely excellent!
- More workshops/info about other ethnicities.
- Timing of the year. We are going into holidays and will have to wait for the new year to implement strategies.
- Less time 1st morning on the Institute studies and more workshop time.
- Native Drummers should play at the center of the room. Centerpieces missing lots of countries' flags. No Reserve tables (maybe speakers are a few chairs). More interactive workshops.
- Re: Conference Objectives: why didn't you include gay, Asian & Native committees? Lack of Middle Eastern and the terrors of war.
- Re: Overall: Workshops - more interactions; Hotel - super; Food - super"
- An additional half-day with fewer workshops per time block. That way people can attend more workshops.
- Disappointed in the preplanning - sign up, no directions to location, etc. Presenters were great, planning not so much.
- Include Native American populations more, lack of representation/discussion.
- None
- Lunch cold uncomfortable. Please don't do again!
- Some presentations needed to be reviewed
- Better descriptions of workshops beforehand, con cafe earlier in day, more workshop sessions
- More innovative therapy model such as "Hip Hop Therapy"
- More movement
- More coffee
- More ideas for applications for treatment (i.e. interventions)
- Handout of the entire report on USB
- Day 2 keynote was very disappointing. Talk was not what title said it would be. We know all of the Latinos in Healthcare reform and we know all the stuff she presented.
- Time to stretch from sitting or more physical movements in workshops. How about massage school students to volunteer for the day.
- Smaller groups
- Indoor dining - cold outside
- More youth engagement
- Longer breakout sessions and some sessions were too short
- Leave tea and coffee out entire time. Remind people the address prior to coming. Make breakout sessions more specific.
- All the presenters kept being rushed so not sure if workshops needing to be longer or they need to tailor material better
- Great as is
- The exhibits being in the tent was a horrible idea
- Having more authenticity in speakers' stories and a little less political. Even though I agreed but the subject gets dragging and draining, lost in translation.
- Announce to attendees to visit the vendors/serve lunch to the vendors.
- To have more peers involved with the conference

-
- Amazing job!
 - Nothing it was great!
 - Warmer facilities, I was freezing the whole time. Content uniformity/ presentation guidelines and templates for presenters
 - N/A
 - Better mechanisms for lunch for exhibitors. We were required to be at our table at lunch in the exhibit hall, yet lunch was made to be a sit down lunch outside. Portable lunches would have been accommodating. Some hotel catering staff were annoyed that our lunches had to be taken "to go".
 - More experiential activities ... incorporating personal experiential activities during breakout sessions to drive home new skills
 - Most presenters noted that they had created their presentations on Mac computers and that they did not translate appropriately to the computers that were made available. This could be remedied in the future and cut down on the amount of time that was dedicated to the tech staff of the hotel running around, presenters complaining, etc.
 - Less "religious" based information. More active participation.
 - More usage of "Cultural Responsive" reference versus Cultural Competency for relevance. Use Survey Monkey, have QR code that links to the Survey Monkey for phone apps option on site.
 - More involvement from the county.
 - Not feeling so rushed due to presentations starting late. It also seemed like a lot of clinicians brought their problems with clients to each presentation with the expectations of asking a questions and finding a solution. The specifics of some of these problems actually took away from the overall effectiveness of the presentation.
 - I felt rushed going from one workshop to the next with little time in between.
 - Opportunity to further engage in other workshops that may have conflicted with one another because of scheduling.
 - Some of the workshops could have been better vetted to ensure congruence with overall conference objectives. Dinning set up was not sensitive to individuals with mobility issues or physical disabilities (or anyone in heels or nice shoes) and was not appropriate for the weather. Multiple interruptions during keynote addresses were distracting. Door person could have been useful in directing registration on the first day. Better staffing for directing the crowd and answering questions. Broader food options for those with dietary concerns or restrictions. The closing was uncomfortable and did not take into account that in some cultures it is inappropriate to sustain eye contact (sign of aggression) also the dancing felt very awkward for a professional setting.
 - Perhaps the evaluations themselves are limiting in the accuracy of reporting & time for evals was limited at event
 - Less open discussions, more information on applicable skills, data, information that can be replicated and used in every organization.
 - Breakfast food was quite good but lunch could have been better.
 - All was well.
 - More social policy at the top level. More on cultural adaptations that "fit the community."
 - longer workshops
 - More representatives from client and family groups
 - Have the lunch inside, outside weather in San Diego in December is unpredictable.
-

-
- Do a survey from participants re: topics of interest prior to selection of topic/speaker presentation
 - 1. announce to attendees to visit vendors 2. Have the vendors served lunch so they do not have to go wait in line to get served... Many vendors had to remove plates from tables and/or serving utensils. Cater to the vendors specifically so they could be in the pavilion.
 - The resource fair should be integrated better into the conference. Having the resource tables in the outdoor pavilion did not allow much traffic through the area and the outdoor pavilion was FREEZING COLD. It was very uncomfortable being an exhibitor having to sit in the cold and not having many attendees visit the table.
 - Having Keynote Speakers who did not speak about their Politics. To much Obama loving (comparing him to Lincoln come on) and Mitt bashing from day two keynote.
 - Additional workshops on clinical application, ie: specific clinical skills that are beneficial when working with the African-American and Latino communities. Additional workshops about working with the elderly and clients from mixed cultural backgrounds, i.e.: African-American and Latino mixed.
 - Resource tables should be within the conference area instead of separate room....more accessible to the crowd.
 - The Summit was well organized and high quality. A+
 - I thought it was well organized and does not need any improvements.
 - management and organization change strategies, comparing organizational culture and ethnic community culture leading to concrete personal and organizational changes
-

Overall Evaluation Open Ended Questions

20. Is there anything you would like to see added?

- Excellent conference
- More diversity of topics (in addition to the 5 communities in the report. (example Arab, Persian, Southeast Asian) These communities severely impacted by global political issues.
- Representation & inclusion of Arab Americans and other ethnic minorities
- Practical service based workshops. What about people with disabilities?
- Recommendations: 1. Have Suzanne Forbes as a keynote speaker for next year 2. Make sure you get evaluations. Maybe you can give a raffle (opportunity ticket) to those returning the evaluations. Evaluations provide ideas.
- More conversation/content about 1) possible strategies to change - incorporate social determinants on health with mental health. 2) Incorporate what are community best practices for dual diagnosis/addictions
- Attendees from every county
- Native American issues more incorporated and holding equal weight as Latino, AA, Asian populations
- Middle eastern cultures; disabled veterans; Therapists of color working with Caucasian clients
- Presence of youth
- More religions, diversity
- Shorter keynotes, more workshops. There was way too much time spent "congratulating, appreciating, and acknowledging" I got here Thursday at 8:00 and nothing happened till 9:15. That is not a good use of my time. The panel on Thursday was a waste of time apart from Posh
- More on the Mexican culture
- Some workshops on Older Adults (various aspects)
- More panel with dialogue
- Children's needs of incarcerated parents
- Gambling and medications in cultures
- Coffee in the afternoon
- Food and location was amazing! Very well organized amazing! More keynote speakers that bring authenticity like Rachel Guerrero!
- Thank you!
- Even more client art. Although there was a lot of beautiful work
- Great program, nice hotel, well organized, not easy to have to answer to hundreds of people and do it diplomatically. Kudos!
- More opportunities for facilitated, purposeful conversations (w/ clear, practicable goals and suggestions)
- More intervention heavy groups, full circle. The identification of need, but then practical tools to actually equip providers to address needs of our diverse clients.
- I had a table at the resource fair and other than the event that was held in the evening there were very few moments when individuals were encouraged to go to the resource fair and obtain brochures and information. I was surprised that during the lunch breaks, which I spent at the table, very few people came through. I think specific times to attend the resource fair would have given me more time to attend and network as well as man a table on my own.

-
- Including youth culture.
 - Very well organized. Thank you for sending the powerpoints after the conference
 - None
 - Follow-up from previous summits. Proposals and Steps taken in order to change the system.
 - No, but a 5th likert option of neutral would have helped in being able to accurately fill out this form.
 - More resources to take back to work
 - In reference to the above, perhaps night-time workshops would further facilitate the opportunity for in-depth dialogue.
 - More evidenced-based or research supported workshops. Stronger workshop selection. Greater emphasis on networking and collaboration.
 - Most of the speakers were not prepared with answers. Most of them said that we would find more information online. To make the experience more valuable, it would be nice to have speakers who are experts in the topics.
 - Brief testimonies in workshops (video or in-person) from consumer perspectives. Thank you!!!
 - More information related to data collection, evaluation, and outcomes. Along with a brief discussion on what has been effective, show detailed data and outcomes that can be used to track change.
 - More specific information about the LGBT community and strategies to serve them better.
 - More workshops on API community.
 - N/A
 - More of Dr. King Davis. He was so inspiring!
 - More client/consumer involvement in workshops and plenary panels
 - The conference was good. Thanks
 - There are other cultures that you don't think about.
 - Please look into CEUs for Psychologist
 - cross cultural activities
 - More about Pacific Islander Population
 - If you are going to do a large group intervention like a World Cafe, give it a full day or at least a half day; it takes this long to do it. An hour just frustrates people because there is no time to talk and process. I would like to things like Hofstede's model used to contrast differences and similarities between cultures in a concrete way for org, management, and practitioner behavior change.
 - panel from clients representing various cultures that have behavioral health issues
-

Appendix E: Workshop & Institute Evaluation Form



Cultural Competence & Mental Health Southern Region Summit XVIII

Beyond the Talk, Practicing the Walk: A Path to Bridge the Cultural Gap

Institute Session Evaluation			
Institute Title		Institute Session	
Location		Date/Time	
Presenter			

Below is an evaluation checklist asking you to rate your Institute experience. Please use an "X" to mark your response to the following statements that best reflects your views. Your valuable feedback will help us evaluate and improve this Institute. Thank you.

	(4) Strongly Agree	(3) Agree	(2) Disagree	(1) Strongly Disagree
RELEVANCE TO MY JOB				
1. The knowledge and skills taught in this institute are applicable to my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. What I learned from the institute will help me do my job better.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I will be able to use what I learned immediately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENGAGEMENT				
4. This institute held my interest.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The activities and exercises facilitated my learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I was fully engaged in this institute.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PRESENTER				
7. The presentation was well organized and easy to understand.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. The presenter was responsive to my needs and questions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The training materials the presenter used were relevant, useful, and essential to my learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
OVERALL				
10. The institute was worth the time spent away from my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. The institute content met my expectations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. The institute increased my knowledge about access to behavioral health services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Overall, this workshop met the Conference Goal & Objectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identify 1 or 2 valuable things that you learned in this institute that you can apply in your job.				
What kind of help would you need to apply what you learned?				
What would have improved the institute?				

Please use the back for additional comments.

Name (Optional)		Job Title (Optional)	
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Live Well, San Diego!

Appendix F: Institute Evaluation Responses

Institute I	Presenter		Day & Time		
<i>Removing Barriers to the Elimination of Disparities: Is Cultural Competence Enough?</i>	<i>King Davis</i>		<i>Thursday: 1:00-2:30PM & 2:45-4:15PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this institute are applicable to my job.	31	20	11	0	0
What I learned from the institute will help me do my job better.	31	19	12	0	0
I will be able to use what I learned immediately.	31	16	13	2	0
This institute held my interest.	31	24	7	0	0
The activities and exercises facilitated my learning.	30	19	11	0	0
I was fully engaged in this institute.	31	20	11	0	0
The presentation was well organized and easy to understand.	31	19	11	1	0
The presenters were responsive to my needs and questions.	31	22	9	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	31	20	10	1	0
The institute was worth the time spent away from my job.	31	24	7	0	0
The institute content met my expectations.	30	21	8	1	0
The institute increased my knowledge about access to behavioral health services.	31	19	9	3	0
Overall, this institute met the Conference Goal & Objectives.	31	20	11	0	0
Identify 1 or 2 valuable things that you learned in this institute that you can apply in your job.					
<ul style="list-style-type: none"> • Reformatting how I deliver my message • :) • Definitions of words origins of problems and how to make changes • The need for a White House conference 2014 • Disparity & Integration Approaches • Integrated community collaborative care model • Raise the bar • Getting a certification for Pastors • Outstanding • Ways to help change the establishment • 1) Pastoral knowledge 2) Woman are greatly needed in government • Not linear • Integrated services important. Increased knowledge on minority struggle • Felt very inspired and validated • Make a personal choice/sacrifice to support communal choice • How to evaluate policy. Some leadership attributes needed to change system • Rethink the issue of cultural competency • How to change the way we do things • Idea of integrated collaborated 					
What kind of help would you need to apply what you learned?					
<ul style="list-style-type: none"> • Funding • Administration • The support • \$ • Cooperation from the County • Powerpoint of 					

presentation • More training • Continued mentoring • Courage • Networking to develop advocacy partners • copy of framework • People in high places with money

What would have improved the institute?

• N/A • More time • Discussions among groups • Handouts • We never got through all the slides • More time • Nothing/ Excellent!! • Concrete example and practical strategies for what to Do next! • Clarity about how the institute should be structured • need handouts

Institute II	Presenter		Day & Time		
<i>Implementation of Evidence-Based Practices in a Rural Community (Imperial County)</i>	<i>Mike Horn</i>		<i>Thursday: 1:00-2:30PM & 2:45-4:15PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this institute are applicable to my job.	13	13	0	0	0
What I learned from the institute will help me do my job better.	13	13	0	0	0
I will be able to use what I learned immediately.	13	13	0	0	0
This institute held my interest.	13	13	0	0	0
The activities and exercises facilitated my learning.	13	12	1	0	0
I was fully engaged in this institute.	13	13	0	0	0
The presentation was well organized and easy to understand.	13	12	1	0	0
The presenters were responsive to my needs and questions.	13	13	0	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	13	13	0	0	0
The institute was worth the time spent away from my job.	13	12	1	0	0
The institute content met my expectations.	13	13	0	0	0
The institute increased my knowledge about access to behavioral health services.	13	13	0	0	0
Overall, this institute met the Conference Goal & Objectives.	13	13	0	0	0
Identify 1 or 2 valuable things that you learned in this institute that you can apply in your job.					
Panel discussion • Importance and understanding diversity within a culture					
What kind of help would you need to apply what you learned?					
Administrative support					
What would have improved the institute?					
Nothing					

Institute III	Presenter		Day & Time		
<i>Expanding an Authentic Conversation on Evidence Based Practice and the Risk to Latino Communities: Where Do We Go From Here?</i>	<i>Rachel Guerrero</i>		<i>Friday: 10:30-12:00PM & 1:00-2:30PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this institute are applicable to my job.	36	28	7	0	1
What I learned from the institute will help me do my job better.	36	25	9	1	1
I will be able to use what I learned immediately.	36	22	11	2	1
This institute held my interest.	36	30	5	0	1
The activities and exercises facilitated my learning.	36	28	7	0	1
I was fully engaged in this institute.	36	25	10	0	1
The presentation was well organized and easy to understand.	36	28	8	0	0
The presenters were responsive to my needs and questions.	36	28	7	0	1
The training materials the presenters used were relevant, useful, and essential to my learning.	36	28	7	0	1
The institute was worth the time spent away from my job.	36	29	5	1	1
The institute content met my expectations.	36	26	8	0	2
The institute increased my knowledge about access to behavioral health services.	36	26	7	1	2
Overall, this institute met the Conference Goal & Objectives.	36	27	8	0	1
Identify 1 or 2 valuable things that you learned in this institute that you can apply in your job.					
<ul style="list-style-type: none"> • Gave me the information to supplement • Recommendation piece action items • Multitude of evidence based practice • Adaptation • The need to culturally adapt to model • Collecting data outcomes documenting cultural adaptations • Promising model definition. Non-specific elemental healing • I am working on an electronic information exchange for health & social services and can see an application of this information in how we approach data analysis, developing algorithms, and use predictive analytics • "network collaboration" • Adopt models • I am concerned that "Cultural Competence" seems to have become a barrier to EBFs • Taking on topics that are so important and yet are rarely discussed • The importance of enjoying your peers and supervisors • Importance of data sampling 					
What kind of help would you need to apply what you learned?					
<ul style="list-style-type: none"> • TA/ consultant • N/A • Materials available • More time- full day training • Interventions, strategies, implementation in the field • Consultation • Currently already implementing EBT in our county • Policy change & advocacy to adopt evidence based practices • Getting management on board • Greater understanding of Mental Health programs 					

What would have improved the institute?

• Nothing else • Make sure presentation is available on line to all participants • Small group discussion • Full Day training • More time • Nothing. Well organized, helpful. • Great institute • Presentation to include solutions • An institute that would focus on this topic alone (very much needed)

Institute IV	Presenter		Day & Time		
<i>Alameda County - From Dialogue to Action; "Stepping" Toward Improving MH Outcomes for the African American Community</i>	<i>Gigi Crowder</i>		<i>Friday: 10:30-12:00PM & 1:00-2:30PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this institute are applicable to my job.	11	10	1	0	0
What I learned from the institute will help me do my job better.	12	10	2	0	0
I will be able to use what I learned immediately.	11	10	2	0	0
This institute held my interest.	12	10	2	0	0
The activities and exercises facilitated my learning.	11	8	3	0	0
I was fully engaged in this institute.	11	9	2	0	0
The presentation was well organized and easy to understand.	11	0	11	0	0
The presenters were responsive to my needs and questions.	11	10	1	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	12	12	0	0	0
The institute was worth the time spent away from my job.	11	11	0	0	0
The institute content met my expectations.	11	11	0	0	0
The institute increased my knowledge about access to behavioral health services.	12	10	2	0	0
Overall, this institute met the Conference Goal & Objectives.	12	12	0	0	0
Identify 1 or 2 valuable things that you learned in this institute that you can apply in your job.					
• Statistics of male African American Hip Hop culture as engagement tool. • Listening to youth • Understanding is key to successful treatment • Hip hop vs hip pop and its cultural values. How to partner with youth. • Hip hop presentation should be in a main presentation • Perfect. Promising practice					
What kind of help would you need to apply what you learned?					
Understand the number of African American in my County • Beats rhymes and life • Any available curriculum that you have or have used in your program • I need to learn more about history of hip hop and who are the leaders and the values or tenets • Excellent knowledge					

What would have improved the institute?

•The BRL program should be showcased in a plenary session • Have their own workshop • Nothing. It was Fantastic to hear from Damonte Wilson. • Should have been keynote

Appendix G: Workshop Session A Evaluation Responses

Workshop A1	Presenter		Day & Time		
<i>Sharing Knowledge, Improving Lives: Community-Defined Solutions for Latino Mental Health Disparities</i>	<i>Sergio Aguilar-Gaxiola</i>		<i>Thursday, 12/6/12 1:00 – 2:00PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	19	13	6	0	0
What I learned from the workshop will help me do my job better.	19	12	7	0	0
I will be able to use what I learned immediately.	19	11	8	0	0
This workshop held my interest.	19	14	5	0	0
The activities and exercises facilitated my learning.	19	12	7	0	0
I was fully engaged in this workshop.	18	13	5	0	0
The presentation was well organized and easy to understand.	19	13	6	0	0
The presenters were responsive to my needs and questions.	19	12	7	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	19	11	8	0	0
The workshop was worth the time spent away from my job.	19	14	5	0	0
The workshop content met my expectations.	19	14	5	0	0
The workshop increased my knowledge about access to behavioral health services.	19	13	5	1	0
Overall, this institute met the Conference Goal & Objectives.	19	14	4	1	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
<ul style="list-style-type: none"> •Table discussions useful • Utilize the language that consumers use to elicit symptoms and history •Use words that Latino population uses in order to improve communication • What methods to help clients identify mental health symptoms through pictures • Barriers that Latino families are experiencing • Accessibility is a factor in treatment and not knowing about mental illness • I am more aware of how to reach Latinos culture • Barriers to services for Latinos • Solutions on how to handle stigma anchor depression- with language match • Use of community leaders slideshow • 5 barriers to accessing MH services for Latinos • Great examples • Statistics • Use clients language level. Use pictures visual aids. • 5 A's & concept of "community-defined evidence" • "Community defined evidence" 					
What kind of help would you need to apply what you learned?					
<ul style="list-style-type: none"> •Administrations to agree to the additional services needed • Additional info about treatment for 					

Latino's • I would really appreciate the slides • Not sure. I have enough right now.
trainers to come on-site • Change in organizational structure • More detailed examples • Slides
Time • Programs, resources, bilingual staff, bicultural too

What would have improved the workshop?

• Getting more discussion on practices to reduce barriers found in study • More time • More time
• Nothing. Well done. • You are wonderful • N/A All good • More time for discussion and-outs of
information • More time • More time • Time • More time • More time

Workshop A2	Presenter		Day & Time		
<i>Evidence-Based Prevention and Early Intervention Services for African American, Latino, and Vietnamese Older Adults</i>	<i>Pei Chen Emily Wu</i>		<i>Thursday, 12/6/12 1:00 – 2:00PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	11	6	5	0	0
What I learned from the workshop will help me do my job better.	12	4	7	1	0
I will be able to use what I learned immediately.	12	4	6	2	0
This workshop held my interest.	12	5	5	2	0
The activities and exercises facilitated my learning.	12	2	9	1	0
I was fully engaged in this workshop.	12	4	6	2	0
The presentation was well organized and easy to understand.	12	4	8	0	0
The presenters were responsive to my needs and questions.	12	4	7	1	0
The training materials the presenters used were relevant, useful, and essential to my learning.	12	4	7	1	0
The workshop was worth the time spent away from my job.	12	5	6	1	0
The workshop content met my expectations.	12	5	6	1	0
The workshop increased my knowledge about access to behavioral health services.	12	4	6	1	1
Overall, this institute met the Conference Goal & Objectives.	12	6	5	1	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
•How to adapt services for African Americans and Latinos • EBP's – Pearls • Flexibility in treatment plan & cultural influences • Understanding different cultures • Culturally specific examples of differences that are important to be aware of in providing treatment. Hx of Vietnamese - case example • Vietnamese Cultural views • Provide examples and goals • Have a referral service for the clients' families. Help meet the needs of the family.					

What kind of help would you need to apply what you learned?

- The Power point handout • More research into adaptability • Need handouts

What would have improved the workshop?

- Please start on time so we can cover everything • Handouts • More time going over the differences/strengths within each culture • Copies of slides
-

Workshop A3	Presenter		Day & Time		
<i>More Opportunities Through the California Reducing Disparities Project</i>	<i>Stacie Hiramoto and Ruben Cantu</i>		<i>Thursday, 12/6/12 1:00 – 2:00PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	6	3	3	0	0
What I learned from the workshop will help me do my job better.	6	3	3	0	0
I will be able to use what I learned immediately.	5	3	2	0	0
This workshop held my interest.	5	4	0	1	0
The activities and exercises facilitated my learning.	5	3	0	2	0
I was fully engaged in this workshop.	5	3	1	1	0
The presentation was well organized and easy to understand.	6	3	3	0	0
The presenters were responsive to my needs and questions.	6	3	3	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	6	3	2	1	0
The workshop was worth the time spent away from my job.	6	3	2	1	0
The workshop content met my expectations.	6	3	2	1	0
The workshop increased my knowledge about access to behavioral health services.	6	3	1	2	0
Overall, this institute met the Conference Goal & Objectives.	6	3	2	1	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
• Constructive and honest dialogues • Provide a forum for people to engage in meaningful conversation					
What kind of help would you need to apply what you learned?					
• Mentorship from state to help					
What would have improved the workshop?					
• Implement recommendations					

Workshop A4	Presenter		Day & Time		
<i>Promotores de Salud</i>	<i>Myriam Aragon and Alexander Fajardo</i>		<i>Thursday, 12/6/12 1:00 – 2:00PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	18	9	8	1	0
What I learned from the workshop will help me do my job better.	18	9	9	0	0
I will be able to use what I learned immediately.	18	8	9	1	0
This workshop held my interest.	18	6	10	2	0
The activities and exercises facilitated my learning.	16	3	9	3	1
I was fully engaged in this workshop.	18	5	9	4	0
The presentation was well organized and easy to understand.	18	5	13	0	0
The presenters were responsive to my needs and questions.	18	6	12	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	18	8	10	0	0
The workshop was worth the time spent away from my job.	18	8	8	2	0
The workshop content met my expectations.	17	5	9	3	0
The workshop increased my knowledge about access to behavioral health services.	18	9	6	3	0
Overall, this institute met the Conference Goal & Objectives.	15	7	6	2	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
<ul style="list-style-type: none"> • Great job! This group is doing ground breaking work. Liked the examples & stories • Philosophy of Promotore, nurturing mentoring; a model • Development and implementation process • Learned about the program for the first time • Want to expand to black communities • Norms • The reduction of stigma about mental illness 					
What kind of help would you need to apply what you learned?					
<ul style="list-style-type: none"> • I would had liked more resources, pictures, etc. • Promotores training • Have a handout • More education • Have a promtadores provide 1st hand experience answering those questions that we asked today. • Material and a place in the community 					
What would have improved the workshop?					
<ul style="list-style-type: none"> • Presentation had too many typos. It takes away from the great content • More information about what the Promotores training looked like • More stories. Having promotoras there • N/A 					

Workshop A5	Presenter		Day & Time		
<i>Increasing Cultural Competence with Minority Service Members and Veterans</i>	<i>Lena Payne and Rachel Bentley</i>		<i>Thursday, 12/6/12 1:00 – 2:00PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	18	9	8	1	0
What I learned from the workshop will help me do my job better.	19	3	15	1	0
I will be able to use what I learned immediately.	17	2	11	4	0
This workshop held my interest.	19	5	13	1	0
The activities and exercises facilitated my learning.	14	1	10	1	2
I was fully engaged in this workshop.	19	3	13	3	0
The presentation was well organized and easy to understand.	15	2	9	4	0
The presenters were responsive to my needs and questions.	18	2	16	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	18	2	14	1	1
The workshop was worth the time spent away from my job.	18	4	14	0	0
The workshop content met my expectations.	17	3	13	1	0
The workshop increased my knowledge about access to behavioral health services.	17	3	9	5	0
Overall, this institute met the Conference Goal & Objectives.	17	3	12	2	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
<ul style="list-style-type: none"> • Many vets seek help outside treatment • Service members and vets may not seek mental health services for a really long time. • Unfortunately I am not working with this population • There are values across the branches of service • How to better assess a military member. Better understanding of military culture • Letting veterans know of resources available for them • The emotional cycle of deployment - the visual is very helpful • Veterans need to be welcomed back into civilian life • I just applied for a VA job so everything was valuable! • Civilian culture vs military culture • Military culture. Reintegration culture • "forgiving and trusting" are key to healing. Among women but not much higher than men 					
What kind of help would you need to apply what you learned?					
<ul style="list-style-type: none"> • Tour the VA to familiarize myself with services available for service members and vets • Won't know until I try • Websites to use 					
What would have improved the workshop?					
<ul style="list-style-type: none"> • More time • Speaker long winded • Tech problems • Have equipment ready and functional • Test and ensure AV works. It really needs to be done prior to start of workshop • Tech problems • Tech problems • Include the LGBTQ communities • Work out the tech difficulties prior to start • The tech issues 					

appeared to have frazzled the presenters. If they relaxed it would have helped us instead of being off-balance. They had good knowledge • Go a lot deeper on the stages so that clinicians and service providers can learn. • Presenters had difficulties with projector. Slides could have been larger

Workshop A6	Presenter		Day & Time		
<i>Through a Cultural Lens: A Different Way to Understand (and Diagnose) Our Clients</i>	<i>Alison Solomon</i>		<i>Thursday, 12/6/12 1:00 – 2:00PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	42	30	12	0	0
What I learned from the workshop will help me do my job better.	40	23	15	2	0
I will be able to use what I learned immediately.	40	22	17	1	0
This workshop held my interest.	42	33	9	0	0
The activities and exercises facilitated my learning.	41	27	14	0	0
I was fully engaged in this workshop.	41	29	12	0	0
The presentation was well organized and easy to understand.	41	22	17	2	0
The presenters were responsive to my needs and questions.	41	22	19	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	41	24	14	2	1
The workshop was worth the time spent away from my job.	42	29	10	3	0
The workshop content met my expectations.	41	24	14	3	0
The workshop increased my knowledge about access to behavioral health services.	42	17	19	6	0
Overall, this institute met the Conference Goal & Objectives.	42	24	17	1	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
<ul style="list-style-type: none"> • New ways to assess and have dialogue with client about culture. • Reasons for misdiagnosis. • 5 dimensions of culture. Short term vs long term orientation. • Reinforcement of bringing to attendees attention with use it appears that they are speaking - deciding etc. in culturally ignorant or disrespected to take the risk to stand up for values, principals, etc. • Very good presentation • Address culture more in depth including on the BHA • Learned about Hofsteds 5 dimensions of culture (3) • Cultural bias. • Commonalities between cultures, awareness of perceptions of situations based on cultures • Learning cultural assumptions and how I can do something about them. • Analyzing culture • Questions asked during exercise • Hofsteds cultural catering • Key questions that help group discussion values that come from different cultures • How various cultures can affect one other • Sensitivity when doing intake; new perspective 					

We are not that different from each other • We are not that different from each other • The 5 qualities of culture by Hofstede and common reasons for misdiagnosis • Hofstede's 5 Dimensions • Short term vs long term culture! I am short. My husband is long. This explains so much! (LOL) • All great! • Info about different perspectives of DSM IV. The uniqueness of posed questions. • 1) Being more mindful of how values shape views. 2) Learning more about 5 dimensions of culture. • Role values and beliefs play on identification • Hofstede • Hofstede's 5 dimensions of culture • Not a clinician • Cultural biases in treatment • Culture is defined individually. Open your eyes to the way others live their lives.

What kind of help would you need to apply what you learned?

• I can't remember but I can understand the main point and how to apply the learning • More resources - packets, books, website, handouts • Reminder & review • I have the powerpoint on the flash drive. Thanks • None • Written material-even summarized bullet points – helpful • More into on different cultures • Longer conference session • Question handout was great. Thanks Allison • Additional info and training • More info Practical application • to spend 2 more hours talking with our facilitator

What would have improved the workshop?

• Powerpoint printed out to write on • Nothing. It was great • Handouts • Handouts made available Review the material on the screen more thoroughly • Nothing. Liked the small group exercise Print out powerpoint • Written rankings of counties according to the 5 dimensions (charts etc) • Written material provided • More time • Handouts of slides • more time • Powerpoint handouts. Plan to bring extra of everything. • Good • The amount of time is short for so much info • Time to discuss application • More time for discussion

Workshop A7	Presenter		Day & Time		
<i>A Candid Look at Diversity in the Central Region</i>	<i>Dante Dauz, Lisa Covington and Ericka Cordero</i>		<i>Thursday, 12/6/12 1:00 – 2:00PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	18	6	12	0	0
What I learned from the workshop will help me do my job better.	18	7	11	0	0
I will be able to use what I learned immediately.	18	8	8	2	0
This workshop held my interest.	18	7	10	1	0
The activities and exercises facilitated my learning.	18	7	11	0	0
I was fully engaged in this workshop.	18	7	9	2	0
The presentation was well organized and easy to understand.	18	7	10	1	0
The presenters were responsive to my needs and questions.	18	9	9	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	17	7	9	1	0
The workshop was worth the time spent	18	8	7	3	0

away from my job.					
The workshop content met my expectations.	17	6	9	2	0
The workshop increased my knowledge about access to behavioral health services.	18	7	10	1	0
Overall, this institute met the Conference Goal & Objectives.	18	6	11	1	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
<ul style="list-style-type: none"> • Being mobile is essential to reach these communities • Ethnic counseling • Direct response from community and increase my knowledge • More open mindedness • Some elders of the karen population don't feel they can receive adequate services from non Karen providers. Power mentor info and training. • Learned about this service (to refer youth). But the content was not new information. 					
What kind of help would you need to apply what you learned?					
<ul style="list-style-type: none"> • More client stories • Someone same ethnicity as I'm counseling • Q and A with other service providers 					
What would have improved the workshop?					
<ul style="list-style-type: none"> • More stories • Nothing • Excellent workshop • Excellent • I was looking for more hands on interventions/ideas "walk the walk" 					

Workshop A8	Presenter		Day & Time		
<i>Understanding Client Culture and Journeys</i>	<i>Minh Ha Pham, John (Anonymous), Minni Lucas, Nicole Lehman and Greg Wright</i>		<i>Thursday, 12/6/12 1:00 – 2:00PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	22	13	6	1	2
What I learned from the workshop will help me do my job better.	22	12	7	1	2
I will be able to use what I learned immediately.	22	11	7	2	2
This workshop held my interest.	22	14	6	0	2
The activities and exercises facilitated my learning.	22	10	8	2	2
I was fully engaged in this workshop.	22	15	3	2	2
The presentation was well organized and easy to understand.	22	11	9	0	2
The presenters were responsive to my needs and questions.	20	8	10	0	2
The training materials the presenters used were relevant, useful, and essential to my learning.	22	11	7	2	2
The workshop was worth the time spent away from my job.	22	13	6	1	2
The workshop content met my	22	11	7	2	2

expectations.					
The workshop increased my knowledge about access to behavioral health services.	22	7	10	3	2
Overall, this institute met the Conference Goal & Objectives.	22	13	6	1	2
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
<ul style="list-style-type: none"> • Stories/experiences that mental health clients have gone through provides me valuable insights to improve discussed topics • Recovery • Stigma is important role in Cultural Competence • Advocates for mental health • Using youth and caregiver/ parents voices and input to influence policies and practices • The experiences the presenter shared • More stories to contextualize the cultural competency trainings I do for providers 					
What kind of help would you need to apply what you learned?					
<ul style="list-style-type: none"> • Tools • Process • Resources and collaborating with other agencies • copy of presentation or reference material • Planning and administrative support • It would be great to have the stories on paper to share with others 					
What would have improved the workshop?					
<ul style="list-style-type: none"> • Provide tools/ boundaries/ compassion • Formation • Q and A for speakers 					

Appendix H: Workshop Session B Evaluation Responses

Workshop B1	Presenter		Day & Time		
<i>First, Do No Harm: An Introduction to Reducing Disparities for LGBTQ Communities</i>	<i>Poshi Mikalson</i>		<i>Thursday, 12/6/12 2:45 PM – 4:15 PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	22	13	8	1	0
What I learned from the workshop will help me do my job better.	22	16	6	0	0
I will be able to use what I learned immediately.	21	16	5	0	0
This workshop held my interest.	22	18	4	0	0
The activities and exercises facilitated my learning.	22	19	3	0	0
I was fully engaged in this workshop.	22	19	3	0	0
The presentation was well organized and easy to understand.	22	19	3	0	0
The presenters were responsive to my needs and questions.	22	18	4	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	21	18	3	0	0
The workshop was worth the time spent away from my job.	22	17	5	0	0
The workshop content met my expectations.	22	18	4	0	0
The workshop increased my knowledge about access to behavioral health services.	22	18	4	0	0
Overall, this institute met the Conference Goal & Objectives.	22	19	3	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
More information regarding meaning of LGBTQ • Barriers • Presented greater knowledge • Multiple categories (identities) • Excellent!! • Statistics on ID barriers • Learning more about the LGBTQ culture Interesting new info about rejecting providers • Expanded on knowledge provided insight • Challenges					
What kind of help would you need to apply what you learned?					
Education • Training of issues and how to respond • Best practices with LGBTQ • Have present at the county level					
What would have improved the workshop?					
More time					

Workshop B2	Presenter		Day & Time		
<i>Improved Depression & Diabetes Care Management</i>	<i>Veronica Cardenas, Elizabeth Lugo and Consuelo Razo</i>		<i>Thursday, 12/6/12 2:45 PM – 4:15 PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	9	3	6	0	0
What I learned from the workshop will help me do my job better.	9	2	7	0	0
I will be able to use what I learned immediately.	9	2	6	1	0
This workshop held my interest.	9	5	4	0	0
The activities and exercises facilitated my learning.	9	5	4	0	0
I was fully engaged in this workshop.	9	5	4	0	0
The presentation was well organized and easy to understand.	9	6	3	0	0
The presenters were responsive to my needs and questions.	9	5	4	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	9	5	4	0	0
The workshop was worth the time spent away from my job.	9	4	5	0	0
The workshop content met my expectations.	9	4	5	0	0
The workshop increased my knowledge about access to behavioral health services.	9	4	5	0	0
Overall, this institute met the Conference Goal & Objectives.	9	5	4	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
PST • PST problems. Statistics • PST • Relationships between mental health and an action plan • PST and DSMP/MPD					
What kind of help would you need to apply what you learned?					
What would have improved the workshop?					
This and other workshops could be improved by providing all the links on web - sites of the resources • Use darker marker on flip chart light color difficult to read					

Workshop B3	Presenter		Day & Time		
<i>Africancentric Rites of Passage, Cultural Competency and PEI Intervention</i>	<i>Dr. E.M. Abdulmumin, Dr. Marva Bourne and Dretona Maddox</i>		<i>Thursday, 12/6/12 2:45 PM – 4:15 PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	20	11	8	1	0
What I learned from the workshop will help me do my job better.	20	14	6	0	0
I will be able to use what I learned immediately.	20	15	4	1	0
This workshop held my interest.	20	15	5	0	0
The activities and exercises facilitated my learning.	19	14	5	0	0
I was fully engaged in this workshop.	20	13	7	0	0
The presentation was well organized and easy to understand.	19	11	8	0	0
The presenters were responsive to my needs and questions.	20	12	8	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	19	13	5	0	1
The workshop was worth the time spent away from my job.	20	16	3	1	0
The workshop content met my expectations.	19	13	5	1	0
The workshop increased my knowledge about access to behavioral health services.	20	15	4	1	0
Overall, this institute met the Conference Goal & Objectives.	20	15	5	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
The need for African American evidence based practice • Think about if the services provided for African American cultures adapt to the needs of that culture • Building resiliency • African diaspora as a lens for behavioral mental health can be evidence based • Common social problems for African American youth • Making sure programs meet the needs of population; not just state or government • African American problems that fostered resiliency • It was incredible • The program details a better understand helping African Americans value to their roots pre-slavery • Learned about programs available in my community that I was not aware of • "Time out" not being exclusive to Caucasians. Black parents using proverbs instead of being literal • The specific overview of effective black parenting programs • Black parenting class. How to parent effective rites of passage • I feel motivated after attending this workshop because I learned there is amazing knowledge and programs out there • The resource available for my client					
What kind of help would you need to apply what you learned?					
Organizational support • Additional resources and agency support • I'd need to familiarize myself with Sarkofa MAAT and other info relating to Blacks • I do not work with children • Resources, mentoring • The finances to initiate this program in San Diego, CA in the schools • Funding info • Learn how to					

reflect/connect the programs to the students - how to make the parent aware of these programs •
 Speakers coming to orange county to our nonprofits, churches • Have a PowerPoint presentation •
 Learning how to replicate this program and funding

What would have improved the workshop?

More time • It was good as is • The first speaker going last and last speaker going first • Handouts
 provided • Longer. Really enjoyed • Nothing. It was exceptional • More detail about what the rites of
 passage and CBITS program included • workshop was great • It was excellent

Workshop B4	Presenter		Day & Time		
<i>Bridging the Cultural Gap in African American & Latino Communities</i>	<i>Tracy Fried</i>		<i>Thursday, 12/6/12 2:45 PM – 4:15 PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	7	6	1	0	0
What I learned from the workshop will help me do my job better.	7	5	2	0	
I will be able to use what I learned immediately.	7	5	2	0	0
This workshop held my interest.	7	7	0	0	0
The activities and exercises facilitated my learning.	7	7	0	0	0
I was fully engaged in this workshop.	7	7	0	0	0
The presentation was well organized and easy to understand.	6	5	1	0	0
The presenters were responsive to my needs and questions.	6	6	0	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	7	6	1	0	0
The workshop was worth the time spent away from my job.	7	7	0	0	0
The workshop content met my expectations.	6	5	1	0	0
The workshop increased my knowledge about access to behavioral health services.	7	5	1	1	0
Overall, this institute met the Conference Goal & Objectives.	6	6	0	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
Some interacting cultural history • Paying attention to different cultural beliefs of backgrounds. Family involvement					
What kind of help would you need to apply what you learned?					
More time					
What would have improved the workshop?					
Presenter was awesome • Having more time • Even the presenters didn't show up. The staff who took					

the place did a great job • The presenters didn't show and Tracy Fried did a great job instead!

Workshop B6	Presenter		Day & Time		
<i>Mental Health Disorders Resulting From Torture & On Culturally Appropriate Psychosocial, Holistic Treatment Interventions For Torture Survivors & Their Families Within Refugee & Immigrant Communities</i>	<i>Mahvash Alami Rad and Patricia Hillard</i>		<i>Thursday, 12/6/12 2:45 PM – 4:15 PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	31	14	17	0	0
What I learned from the workshop will help me do my job better.	31	15	14	2	0
I will be able to use what I learned immediately.	31	14	14	3	0
This workshop held my interest.	31	16	15	0	0
The activities and exercises facilitated my learning.	26	12	11	2	1
I was fully engaged in this workshop.	31	16	14	1	0
The presentation was well organized and easy to understand.	31	19	11	1	0
The presenters were responsive to my needs and questions.	27	17	7	3	0
The training materials the presenters used were relevant, useful, and essential to my learning.	31	18	12	1	0
The workshop was worth the time spent away from my job.	31	18	13	0	0
The workshop content met my expectations.	31	18	13	0	0
The workshop increased my knowledge about access to behavioral health services.	31	19	11	1	0
Overall, this institute met the Conference Goal & Objectives.	31	20	11	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
Knowing that the client may not wish to discuss their trauma, but it can help to initially go around it until the client is ready • How to approach victims - What not to do • Symptoms, factors of recovery • How to avoid re-traumatizing clients • Ways to help client feel comfortable • Knowledge about other services • Psychologists/service providers do torture as well • Becoming more aware of factors that contribute to trauma and informing staff about those factors • Consideration that helping professionals may have done torture behaviors • Meaning of torture • Just knowing I'm not alone. (I am a victim of a cult) • Addressing awareness of symptoms • Negative Client is the driver • Psychological symptoms of torture • Understanding clients that went through trauma • Negative-Client is the driver • How to prevent re-					

trauma, and how to be sensitive to these survivors such as avoiding walking behind, showing exits • How to provide a comfortable and safe environment for clients • Excellent! Detailed info regarding survivors that enhances my ability as a clinician • That special circumstances like confidentiality and interpreters are a huge consideration when working with a survivor • Have them be the drivers of the session - give them control and a way out • Cultural considerations for treatment • Treatments associated with torture

What kind of help would you need to apply what you learned?

More victims training • More knowledge • Professional approach to torture survivors and not forcing client to talk about torture • How to include curriculum into the current case management practices • One on one training • Knowledge that I learned today. Great information. Very informative handouts. So instead of taking notes, we could intake information by listening • Communication with others • Education about survivors of torture • SOTI should come give a presentation to our clients • More tangible info requested. Practical/clerical applications would have been good • Working with community based agencies that help survivors or victims of any kind of resources • To work with domestic survivors of torture or those who experience torture in the past (less recent)

What would have improved the workshop?

One presenter was difficult to understand • It was very hot. I would like copy of powerpoint • More interaction, perhaps video/audio • Strengthen my skills • More time for Q & A • Different room, it was tight and warm • Presenters were great, but it was after lunch and people were sleepy • Facilitator really understands how to meet, respect and care for clients - yet gave less attention to Latinos - need to be aware of own biases • Better eye contact • Having a survivor or one lived experience • More time and focus on vicarious trauma • One of the presenters spoke very fast- I started getting anxious! • Very good story telling to visualize the issues • Stories that were told about real stories • A clearer intro of what points you plan to cover (quick slide with presentation outline) • Copy of powerpoint • Clearer dialogue with one of the speakers. Their accent was very hard to understand and hear clearly. Having a microphone to help • Well presented

Workshop B7	Presenter		Day & Time		
<i>Loud and Clear: Partnering with Journalist for Accurate, Stigma-Free Mental Health Stories</i>	<i>Carlos Alcazar and Sally Douglas Arce</i>		<i>Thursday, 12/6/12 2:45 PM – 4:15 PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	9	5	4	0	0
What I learned from the workshop will help me do my job better.	9	4	5	0	0
I will be able to use what I learned immediately.	9	5	4	0	0
This workshop held my interest.	9	5	4	0	0
The activities and exercises facilitated my learning.	8	2	6	0	0
I was fully engaged in this workshop.	8	3	5	0	0
The presentation was well organized and easy to understand.	9	4	5	0	0
The presenters were responsive to my needs and questions.	9	4	5	0	0

The training materials the presenters used were relevant, useful, and essential to my learning.	7	4	3	0	0
The workshop was worth the time spent away from my job.	9	6	3	0	0
The workshop content met my expectations.	9	5	4	0	0
The workshop increased my knowledge about access to behavioral health services.	8	2	4	2	0
Overall, this institute met the Conference Goal & Objectives.	9	4	5	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
The importance of writing a pitch before the story • How to pitch a story • It was excellent. I learned it is good to contact media sources					
What kind of help would you need to apply what you learned?					
Perhaps develop a relationship with media or a partnership first					
What would have improved the workshop?					
Maybe some handouts • Everything was great					

Workshop B8	Presenter		Day & Time		
<i>Native Vision: A Focus on Improving Behavioral Health and Wellness for California Native Americans</i>	<i>Kurt Schweigman, Dan Dickerson, Carrie Johnson, Karen Kolb and Charity White</i>		<i>Thursday, 12/6/12 2:45 PM – 4:15 PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	13	7	6	0	0
What I learned from the workshop will help me do my job better.	13	6	7	0	0
I will be able to use what I learned immediately.	13	6	5	2	0
This workshop held my interest.	13	8	5	0	0
The activities and exercises facilitated my learning.	13	5	7	1	0
I was fully engaged in this workshop.	13	7	6	0	0
The presentation was well organized and easy to understand.	13	8	5	0	0
The presenters were responsive to my needs and questions.	13	7	6	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	13	6	7	0	0
The workshop was worth the time spent away from my job.	13	9	4	0	0

The workshop content met my expectations.	13	8	5	0	0
The workshop increased my knowledge about access to behavioral health services.	13	8	5	0	0
Overall, this institute met the Conference Goal & Objectives.	12	8	4	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
Program pieces • Research data to back up use of Native American • Be quiet and listen • The trauma experienced and use of Native American traditional healing • Historical trauma and response • Sovereign nation status is better understood					
What kind of help would you need to apply what you learned?					
Traditional / healthy methods • More in depth training on historical trauma and what that entails • More research function adaptability referral • A list of services for Native American I could use when needed					
What would have improved the workshop?					
More personal stories • More time • Excellent! • It was great! Thanks					

Appendix I: Workshop Session C Evaluation Responses

Workshop C1	Presenter		Day & Time		
<i>California Reducing Disparities Project (CRDP): African American Populations Report</i>	<i>Dr. Diane Woods, Suzanne Midori Hanna and Carolyn Murray</i>		<i>Friday, 12/7/12, 10:30AM – 12:00PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	25	21	4	0	0
What I learned from the workshop will help me do my job better.	25	22	3	0	0
I will be able to use what I learned immediately.	25	21	4	0	0
This workshop held my interest.	25	23	2	0	0
The activities and exercises facilitated my learning.	25	21	4	0	0
I was fully engaged in this workshop.	25	23	2	0	0
The presentation was well organized and easy to understand.	25	22	3	0	0
The presenters were responsive to my needs and questions.	25	24	1	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	25	24	1	0	0
The workshop was worth the time spent away from my job.	25	23	2	0	0
The workshop content met my expectations.	24	22	2	0	0
The workshop increased my knowledge about access to behavioral health services.	25	23	2	0	0
Overall, this institute met the Conference Goal & Objectives.	25	25	0	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
African centered therapy models • These ladies were extremely knowledgeable - warm and enthusiastic passionate about their work. Thank you for sharing your information so we can pass it on • Culturally sensitive clinical techniques • Outstanding workshop • Presenters reinforced and reminded me of mental health issues African Americans face • Importance of respecting ancestral roots • Shared results of study • Learning about the term "microaggression" and its impacts. MST effective for African Americans • Importance of "truth telling" in the black community. Be mindful to rule out cultural explanations before assigning a psychological explanation. Plus, multi-systemic therapy • The differences between African American and other cultures • Practical applications for my clients • Everything. All presenters were good but Diane Woods and Carolyn Murray were extraordinary • RFP information • History, ancestral through stories • Give and get info • Idea of micro aggression and my sensitivity of Thai clients and them to each other					

What kind of help would you need to apply what you learned?

Continue to develop professional growth/network collaboration with community • State/County money to help providers carry out the recommendations • Make CRDP presentations to funding • Trainer sent out to the clinic to reinforce knowledge gained • Management to allow us to contact other agencies to interact with them and Church's • More workshops • More info • Ongoing training to illuminate ways of cultural insensitivity beyond

What would have improved the workshop?

Including all ethnic groups in discussion to such as Persian • More time • More time • Could have listened to these women all day • More time for speakers • Maybe a little interaction from participants of group dynamics. I think Dr. Midori presented good and valuable information but her presentation diminished the great energy of the 2 black speakers • A microphone would have helped since we could hear the speakers from the next room • For it to be a whole day • More time. These presenters are skilled and rich with info

Workshop C2	Presenter		Day & Time		
<i>Effective Strategies to Promote Latino Mental Health and Reduce Stigma</i>	<i>Kevin Kirkpatrick</i>		<i>Friday, 12/7/12, 10:30AM – 12:00PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	14	8	6	0	0
What I learned from the workshop will help me do my job better.	15	8	7	0	0
I will be able to use what I learned immediately.	14	5	9	0	0
This workshop held my interest.	15	8	6	1	0
The activities and exercises facilitated my learning.	14	6	8	0	0
I was fully engaged in this workshop.	15	7	8	0	0
The presentation was well organized and easy to understand.	15	12	3	0	0
The presenters were responsive to my needs and questions.	14	11	3	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	15	10	5	0	0
The workshop was worth the time spent away from my job.	15	8	7	0	0
The workshop content met my expectations.	14	9	5	0	0
The workshop increased my knowledge about access to behavioral health services.	15	8	5	2	0
Overall, this institute met the Conference Goal & Objectives.	15	9	6	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					

Negative Power of frames - values trump facts • Introduce fotonovella strategies and messaging to engage others on the subject • "Negative Use of techniques-Importance of impact" • Fotonovella or magazines that will capture the audience • Possibly using fotonovella in our community, I live in SD and wasn't aware of this campaign. I love it

What kind of help would you need to apply what you learned?

Opportunity to work on strategic communication efforts • Find free places to bring the information to others • Administrative support • Funding to hire marketing to develop photo novel.

What would have improved the workshop?

Video of Latinos response to fotonovella. • Thanks you did a great job • Talk about how to include this info in clinical practice to engage/keep engaged clients

Workshop C3	Presenter		Day & Time		
<i>Cultural Traits: Bridges to Serving Clients Effectively</i>	<i>Dr. Andre Branch</i>		<i>Friday, 12/7/12, 10:30AM – 12:00PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	10	7	3	0	0
What I learned from the workshop will help me do my job better.	10	8	2	0	0
I will be able to use what I learned immediately.	10	8	2	0	0
This workshop held my interest.	10	9	1	0	0
The activities and exercises facilitated my learning.	10	8	2	0	0
I was fully engaged in this workshop.	10	8	2	0	0
The presentation was well organized and easy to understand.	10	8	2	0	0
The presenters were responsive to my needs and questions.	10	9	1	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	10	8	2	0	0
The workshop was worth the time spent away from my job.	10	7	3	0	0
The workshop content met my expectations.	10	6	4	0	0
The workshop increased my knowledge about access to behavioral health services.	10	5	5	0	0
Overall, this institute met the Conference Goal & Objectives.	10	6	4	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
Family How it plays a role in Latino culture • Latino are family centered • Cross cultural traits • Implementation strategies • Traits					
What kind of help would you need to apply what you learned?					

None • More conferences • More info about other cultural traits

What would have improved the workshop?

Sound equipment • Great workshop • Better set up of technology, having room ready on time

Workshop C4	Presenter		Day & Time		
<i>Filipino Americans: Cultural Awareness and Clinical Applications</i>	<i>Lorna Pham and Mary Ann Franco</i>		<i>Friday, 12/7/12, 10:30AM – 12:00PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	17	15	2	0	0
What I learned from the workshop will help me do my job better.	17	15	2	0	0
I will be able to use what I learned immediately.	17	14	3	0	0
This workshop held my interest.	17	16	1	0	0
The activities and exercises facilitated my learning.	17	16	1	0	0
I was fully engaged in this workshop.	16	15	1	0	0
The presentation was well organized and easy to understand.	17	15	2	0	0
The presenters were responsive to my needs and questions.	17	16	1	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	17	15	2	0	0
The workshop was worth the time spent away from my job.	17	16	1	0	0
The workshop content met my expectations.	17	16	1	0	0
The workshop increased my knowledge about access to behavioral health services.	17	16	1	0	0
Overall, this institute met the Conference Goal & Objectives.	17	16	1	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
Great addition • Everything! • Historical context & unique (preferred) characteristics of mental health provider • Great workshop • Filipino mentality/ values • Affirmation with my Filipino heritage and learning ways to be an effective therapists to other Pinoys • Filipino's have their own culture idiosyncrasies • 1.5 generations • Punitive effect of Spanish and Catholic colonization on Filipino culture Filipino values and meanings • History of colonization					
What kind of help would you need to apply what you learned?					
Would like to speak with them on providing training • More strategies how to build a bridge from County Mental Health • Fabulous speakers • More practical implementation of skills via exercises					
What would have improved the workshop?					
More! • Filipino cultural group • Nothing this was fantastic • Nothing. Just thankful there was a workshop					

on Filipinos • Both presenters were well informed and answered questions • Military (NAVY) culture in Filipino families • More timing longer session. Excellent presentation • More time

Workshop C5	Presenter		Day & Time		
<i>Multicultural Preventive Approach to Geriatric Mental Health Services for Refugees and Immigrants</i>	<i>Agnes Hajek, Dr. Dixie Galapon and Salwa Yalda</i>		<i>Friday, 12/7/12, 10:30AM – 12:00PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	11	3	8	0	0
What I learned from the workshop will help me do my job better.	12	9	3	0	0
I will be able to use what I learned immediately.	11	7	4	0	0
This workshop held my interest.	12	8	4	0	0
The activities and exercises facilitated my learning.	12	5	7	0	0
I was fully engaged in this workshop.	12	5	7	0	0
The presentation was well organized and easy to understand.	12	7	5	0	0
The presenters were responsive to my needs and questions.	12	6	6	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	12	8	4	0	0
The workshop was worth the time spent away from my job.	12	7	5	0	0
The workshop content met my expectations.	12	8	4	0	0
The workshop increased my knowledge about access to behavioral health services.	12	6	6	0	0
Overall, this institute met the Conference Goal & Objectives.	12	7	5	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
"Listen to Arabic equally. Less personal experience" • These are good programs to support senior Refugees and immigrants • Individualism vs collectivism • Understanding their perspective and culture "-Ulysses Syndrome-Available geriatric services @UPAC" • Great work					
What kind of help would you need to apply what you learned?					
Powerpoint is great • How to approach them • A Karen, Burmese, or Karenni speaker and a program closer to City Heights					
What would have improved the workshop?					
Some pictures of program participants doing things • Add experiential activity • Adding more ethnic groups to the program such as Persian • Clearer organization (preview & review points)					

Workshop C6	Presenter		Day & Time		
<i>The Process of LGBT Acceptance in the Latino Family</i>	<i>Corinne Contreras</i>		<i>Friday, 12/7/12, 10:30AM – 12:00PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	15	9	5	1	0
What I learned from the workshop will help me do my job better.	15	10	3	2	0
I will be able to use what I learned immediately.	15	10	4	1	0
This workshop held my interest.	14	10	4	0	0
The activities and exercises facilitated my learning.	15	7	8	0	0
I was fully engaged in this workshop.	15	12	2	1	0
The presentation was well organized and easy to understand.	15	8	7	0	0
The presenters were responsive to my needs and questions.	15	10	5	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	15	11	4	0	0
The workshop was worth the time spent away from my job.	14	11	2	1	0
The workshop content met my expectations.	15	9	5	1	0
The workshop increased my knowledge about access to behavioral health services.	15	10	4	1	0
Overall, this institute met the Conference Goal & Objectives.	15	10	5	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
A better understanding of how to work with families of LGBTQ youth • Remember reminding all of the clinicians of their "influence" • Ways to be more supportive of LGTBQ cultures and resources that may help • The percentage of 92% of youth do not believe they can be happy as an LGBT adult • Working with clients to adding family therapy • Resources/ recommendations made • Resources for LGTBQ • Listening to others (audience) Q & A • Resources, FAIR ACT. Family Acceptance project • Stats, trans violence map are powerful tools to share with others • Gender identity details. Ways to try to engage families					
What kind of help would you need to apply what you learned?					
More trainings on this • Just continued learning • Become more educated on the LGTBQ issues and resources in my community • Open minded peers, resource agencies and workshops to help be acceptance of topic • More hands on activities to use with family • More info about Latino Families and different cultural struggles					
What would have improved the workshop?					
More interventions that can be utilized with families of LGBTQ youth • More information about experiences, examples because the topic is huge and interesting • Discussing info on clients who do not want to state they are gay • Great Job presenting. Just make more eye contact when presenting formally					

Workshop C7	Presenter		Day & Time		
<i>Using Motivational Interviewing (MI) with Latino Populations</i>	<i>James (Diego) Rogers</i>		<i>Friday, 12/7/12, 10:30AM – 12:00PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	24	24	0	0	0
What I learned from the workshop will help me do my job better.	24	22	2	0	0
I will be able to use what I learned immediately.	24	21	3	0	0
This workshop held my interest.	24	20	4	0	0
The activities and exercises facilitated my learning.	24	19	5	0	0
I was fully engaged in this workshop.	24	19	5	0	0
The presentation was well organized and easy to understand.	24	22	2	0	0
The presenters were responsive to my needs and questions.	23	19	4	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	23	19	4	0	0
The workshop was worth the time spent away from my job.	24	20	4	0	0
The workshop content met my expectations.	24	19	5	0	0
The workshop increased my knowledge about access to behavioral health services.	22	16	4	2	0
Overall, this institute met the Conference Goal & Objectives.	24	21	3	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
OARS importance of familismo in Latino populations • How to explore deeper client issues that are culturally specific • Using cultural and social context and values when working outside of the dominant culture • MI use with cultures • Incomplete cultural values when using open-ended questions • The client is the expert, OARS, EPE. Important to take cultural values in consideration • That I am interested in being trained in MI • I learned more about what are the Latino cultural variables • Application of MI spirit with Latino people • Incorporate social contexts • Knew nothing about this as I come from physical health branch. Opened a new thought process for me on seeking training in this area and also encouraging my staff to go forward and use MI with their clients - MH and AOD • Emphasize change talk to best help people • Rephrasing language to include social context					
What kind of help would you need to apply what you learned?					
Powerpoint was helpful • Read the studies presented • More training • I could need further training and I am looking forward to participating in formal training • I am glad we were provided with the studies that					

support this topic • Continue offering workshops on this topic • FSP Latino client • Action

What would have improved the workshop?

Great workshop! • All was fine • More details • Role plays • Nothing other than more time (3) • Excellent - very informative • Excellent and applicable • It was fabulous • Nothing, excellent presenter • Give Diego Keynote speaking opportunity! • PowerPoint was too long

Workshop C8	Presenter		Day & Time		
<i>Cultural and Personal Forgiveness</i>	<i>Sharon Adams</i>		<i>Friday, 12/7/12, 10:30AM – 12:00PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	41	27	13	1	0
What I learned from the workshop will help me do my job better.	41	28	11	2	0
I will be able to use what I learned immediately.	41	30	10	1	0
This workshop held my interest.	41	35	6	0	0
The activities and exercises facilitated my learning.	40	31	9	0	0
I was fully engaged in this workshop.	41	35	6	0	0
The presentation was well organized and easy to understand.	41	30	10	1	0
The presenters were responsive to my needs and questions.	41	33	8	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	40	32	8	0	0
The workshop was worth the time spent away from my job.	41	34	7	0	0
The workshop content met my expectations.	41	33	8	0	0
The workshop increased my knowledge about access to behavioral health services.	40	26	9	5	0
Overall, this institute met the Conference Goal & Objectives.	41	32	8	1	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
The work that is required to forgive • Forgiveness is a choice • How un-forgiveness affects us physically and mentally • Forgiveness is broad • Incorporate in our internal trainings • Forgiveness does not mean that you condone the action or offense • 7 practical steps to forgiveness • Attitude of forgiveness 7 Steps • With forgiveness, you learn to not always expect a return • Forgiveness first • Steps of action I can apply concepts of forgiveness with my clients who have experienced trauma. Steps to forgiveness Choosing not to keep a record of wrong doings • It made me feel good and proud of who I am as I do all these things • This has been my favorite workshop • 7 steps to forgiveness • Mayo clinic • Empathy - for perpetrator necessary • 7 steps to forgiveness • Forgiveness is for me, not the offender					

What kind of help would you need to apply what you learned?

Forgiveness in workplace, culture and person • Have the speaker present • Availability of tools/resources to facilitate workshops to hold in community • Keep providing steps for self-improvement • Co-operation of knowledge • demonstration • Great subject • Daily remember • I need to redefine my definition of forgiveness

What would have improved the workshop?

It was a great workshop • More time for Q&A • More specific talking about the difference of workplace, personal and cultural offences • Too religious - forgiveness does not equal GOD • Wrap more culture in • Speaker/presenter could not set up room • Technical issues need to be worked on prior to workshop • This will help me as a whole person not just work

Appendix J: Workshop Session D Evaluation Responses

Workshop D1	Presenter		Day & Time		
<i>From Mental Health Disparity to Health Care Reform Equity: Lessons Learned from the California Reducing Disparities Project API Workgroup</i>	<i>C. Rocco Cheng</i>		<i>Friday, 12/7/12, 1:00 – 2:30 PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	12	10	1	1	0
What I learned from the workshop will help me do my job better.	12	10	2	0	0
I will be able to use what I learned immediately.	12	9	2	1	0
This workshop held my interest.	12	10	2	0	0
The activities and exercises facilitated my learning.	12	7	5	0	0
I was fully engaged in this workshop.	12	10	1	1	0
The presentation was well organized and easy to understand.	12	9	3	0	0
The presenters were responsive to my needs and questions.	12	10	2	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	12	9	3	0	0
The workshop was worth the time spent away from my job.	11	10	1	0	0
The workshop content met my expectations.	11	10	1	0	0
The workshop increased my knowledge about access to behavioral health services.	11	8	3	0	0
Overall, this institute met the Conference Goal & Objectives.	11	10	1	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
White House Initiative • Questions/results from survey • Outcomes=income • 0 outcomes=0 income • I really enjoy your presentation - your knowledge of cultural competency and disparities are so thorough and deep • I am so glad that I have a chance to hear your speech • Good luck on CRDP launching Rocco • Where to get draft CRDP report • Excellent all the way!					
What kind of help would you need to apply what you learned?					
Org. that participated and their contact info • More training					
What would have improved the workshop?					
Less info on slides • No comment					

Workshop D2	Presenter		Day & Time		
<i>Mental Health in Schools Building a Continuum of Healthcare and Education Systems</i>	<i>Bruce Wheatley</i>		<i>Friday, 12/7/12, 1:00 – 2:30 PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	17	13	4	0	0
What I learned from the workshop will help me do my job better.	16	5	8	3	0
I will be able to use what I learned immediately.	16	5	8	3	0
This workshop held my interest.	16	9	6	1	0
The activities and exercises facilitated my learning.	16	7	8	1	0
I was fully engaged in this workshop.	16	8	7	1	0
The presentation was well organized and easy to understand.	17	8	6	3	0
The presenters were responsive to my needs and questions.	17	9	6	2	0
The training materials the presenters used were relevant, useful, and essential to my learning.	16	7	8	1	0
The workshop was worth the time spent away from my job.	16	8	7	1	0
The workshop content met my expectations.	16	6	6	4	0
The workshop increased my knowledge about access to behavioral health services.	16	6	8	2	0
Overall, this institute met the Conference Goal & Objectives.	15	6	8	1	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
• LA is creating a new approach to Behavioral Health • Ask the community what they want • Social, emotional needs start in the community/neighborhoods and upbringing. The help with communities is huge • Differences in approach for African American population • How to work with tax					
What kind of help would you need to apply what you learned?					
•The funding and willingness of the county to help facilitate program • To express and share what I learned with my peers in order to work together • Nothing but \$ • Not sure - it was good					
What would have improved the workshop?					
•More examples of actual settings • In depth explanation on the models and material presented • PowerPoint handout • A longer presentation time. Great presentation • More general school based Mental Health					

Workshop D4	Presenter		Day & Time		
<i>Ethnic Beauty and Internalized Oppression: Open Wounds</i>	<i>Barbara Ann White</i>		<i>Friday, 12/7/12, 1:00 – 2:30 PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	25	11	13	1	0
What I learned from the workshop will help me do my job better.	25	11	10	4	0
I will be able to use what I learned immediately.	25	10	13	2	0
This workshop held my interest.	25	14	10	1	0
The activities and exercises facilitated my learning.	24	11	12	1	0
I was fully engaged in this workshop.	25	12	11	2	0
The presentation was well organized and easy to understand.	25	9	13	3	0
The presenters were responsive to my needs and questions.	25	13	10	2	0
The training materials the presenters used were relevant, useful, and essential to my learning.	25	14	10	1	0
The workshop was worth the time spent away from my job.	25	12	12	1	0
The workshop content met my expectations.	25	12	10	3	0
The workshop increased my knowledge about access to behavioral health services.	24	7	13	4	0
Overall, this institute met the Conference Goal & Objectives.	25	11	14	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
Thanks for the PPT handouts • The importance of having POC (people of color) in leadership roles and how internalized opp maybe a reason • Great workshop • Everyone is beautiful! • Remind me to be aware of stereotypes • Clinicians need more guidance on the planning and interventions • Great presentation • Different perspectives • Become aware of your shield or crutch so you can be true to yourself and transmit that empowerment with clients					
What kind of help would you need to apply what you learned?					
Follow up sessions • Nothing • Self-awareness and continued educating self in cultural differences					
What would have improved the workshop?					
Slide show forms • Technical difficulties • Not real PowerPoint • The topic was too broad. Wish it were more in depth • Knowledgeable speaker. Trust your knowledge. Slow down. Engage us • Include other cultures, use more video clips. I liked the interaction • Discuss cultural appropriation					

Workshop D5	Presenter		Day & Time		
<i>African Dance Movement and Drum Combined with Narrative Therapy Techniques on the Mental Health Care and Community Well-Being of African Americans</i>	<i>Suzanne Forbes Vierling, Nana Obrafo, Yaw Asiedo and Monette Marino</i>		<i>Friday, 12/7/12, 1:00 – 2:30 PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	29	23	6	0	0
What I learned from the workshop will help me do my job better.	29	23	6	0	0
I will be able to use what I learned immediately.	28	22	5	1	0
This workshop held my interest.	30	30	0	0	0
The activities and exercises facilitated my learning.	30	30	0	0	0
I was fully engaged in this workshop.	30	29	1	0	0
The presentation was well organized and easy to understand.	30	28	2	0	0
The presenters were responsive to my needs and questions.	30	29	1	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	30	29	1	0	0
The workshop was worth the time spent away from my job.	30	29	1	0	0
The workshop content met my expectations.	30	29	0	1	0
The workshop increased my knowledge about access to behavioral health services.	29	27	2	0	0
Overall, this institute met the Conference Goal & Objectives.	29	28	1	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
Excellent evidence based • Amazing workshop • We can all feel beautiful • The dispersions of African music • We got to practice dancing! • Importance of music in the city History. It was amazing! • Awesome! • Connectedness • Using music and dance with staff and clients • African American history • The body was meant to move • Communication through drumming with participants that do not speak English • Excellent • Great integration between music and narratives! • Music, rhythm a must • Awesome, Awesome, Awesome • Inclusive and power of drums and drumming • Connection with music and dance • Dance music is evidence based • Rhythm and music therapy for validating • African American History and culture • Everything • How to integrate music and culture into treatment • Incorporate movement					
What kind of help would you need to apply what you learned?					
The instructors • Perfect! • Classes/trainings (workshop) in this field locally • How to apply curriculum in the local community • Will incorporate into my training with black women who serve others •					

Collaboration in Sacramento • Drummers • Music in general, especially African rhythm • More resources • More info

What would have improved the workshop?

The best all day • Nothing, this was excellent • Awesome • Thanks for the fun • Everything was perfect! • Nothing! Awesome • Nothing. Next year have her as a keynote speaker! • Excellent! • It was amazing! Thank you very much • Best presentation! So much energy

Workshop D6	Presenter		Day & Time		
<i>Promotas de Salud as a New Approach to the African American Community in the County of San Bernardino</i>	<i>Alexander Fajardo and Linda Hart</i>		<i>Friday, 12/7/12, 1:00 – 2:30 PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	14	12	2	0	0
What I learned from the workshop will help me do my job better.	14	11	3	0	0
I will be able to use what I learned immediately.	14	13	1	0	0
This workshop held my interest.	14	12	2	0	0
The activities and exercises facilitated my learning.	14	10	4	0	0
I was fully engaged in this workshop.	14	12	2	0	0
The presentation was well organized and easy to understand.	14	12	2	0	0
The presenters were responsive to my needs and questions.	14	11	3	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	13	9	4	0	0
The workshop was worth the time spent away from my job.	14	13	1	0	0
The workshop content met my expectations.	14	12	2	0	0
The workshop increased my knowledge about access to behavioral health services.	14	11	3	0	0
Overall, this institute met the Conference Goal & Objectives.	14	12	2	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
I learned how collaboration between leadership of separate organizations flows down to staff and workers • A model for ethnic groups working together • Communication can heal themselves • Same model used across board to all origins • I work with the Latino community and will also be working with the African American community in the near future • The importance of establishing a relationship - foundation first • How to develop a collaborative between cultures be more successful • Networking/collaboration • There were so many things that I have learned in this workshop, I can't					

numerate • This workshop shared the idea of two organizations of different LTHC and cultural groups working together. The use of group communication skill between the two groups in the community.

What kind of help would you need to apply what you learned?

I'm in one of the organizations and get the opportunity to apply it • Continued enforcement. Incorporate it in my trainings • Organizing groups • However I can apply them through family and individual counseling • In counseling sessions and group this will help with dishonesty

What would have improved the workshop?

Handouts passed out on time • A brief explanation of what the Promotores program is/does • Good teamwork with two presenters • Nothing! All three were dynamic and informative speakers

Workshop D7	Presenter		Day & Time		
<i>Communicating is More than Translating</i>	<i>Simon Dixon and Luis Tovar</i>		<i>Friday, 12/7/12, 1:00 – 2:30 PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	10	8	2	0	0
What I learned from the workshop will help me do my job better.	10	8	2	0	0
I will be able to use what I learned immediately.	10	5	5	0	0
This workshop held my interest.	10	8	2	0	0
The activities and exercises facilitated my learning.	10	7	3	0	0
I was fully engaged in this workshop.	10	8	2	0	0
The presentation was well organized and easy to understand.	10	10	0	0	0
The presenters were responsive to my needs and questions.	10	10	0	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	10	10	0	0	0
The workshop was worth the time spent away from my job.	10	9	1	0	0
The workshop content met my expectations.	10	8	2	0	0
The workshop increased my knowledge about access to behavioral health services.	10	9	0	1	0
Overall, this institute met the Conference Goal & Objectives.	10	8	2	0	0

Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.

How to bring messages to the community • Focus on creating a good message • Know who you want to get the message to • Focus on goals • Involve all stakeholders • Message and branding • Communicating is very important to connect the message • Excellent! Thank you • Presently am intern, maybe for later

What kind of help would you need to apply what you learned?

The collaboration of others is needed to help others • I have some great ideas

What would have improved the workshop?

Nothing, it was great • It is good, thanks great job

Workshop D8	Presenter		Day & Time		
<i>Historical Trauma in Context</i>	<i>Dr. Leon Altamirano</i>		<i>Friday, 12/7/12, 1:00 – 2:30 PM</i>		
Question	Total Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
The knowledge and skills taught in this workshop are applicable to my job.	22	15	6	1	0
What I learned from the workshop will help me do my job better.	22	15	6	1	0
I will be able to use what I learned immediately.	22	13	5	4	0
This workshop held my interest.	22	20	2	0	0
The activities and exercises facilitated my learning.	22	16	5	0	1
I was fully engaged in this workshop.	22	18	3	1	0
The presentation was well organized and easy to understand.	22	19	3	0	0
The presenters were responsive to my needs and questions.	22	17	5	0	0
The training materials the presenters used were relevant, useful, and essential to my learning.	22	17	4	1	0
The workshop was worth the time spent away from my job.	22	18	4	0	0
The workshop content met my expectations.	21	17	3	1	0
The workshop increased my knowledge about access to behavioral health services.	22	17	4	1	0
Overall, this institute met the Conference Goal & Objectives.	22	19	3	0	0
Identify 1 or 2 valuable things that you learned in this workshop that you can apply in your job.					
ACE study, Native American culture • ACE study and control levels (3) • How much important trauma is • • Historical trauma is important • Trauma informed care related to historical trauma in classical setting • The content and process of what trauma means to population • How to use cultural traditions to heal • Impact of inter-generational trauma • I had no idea about some of the events leading to the historical trauma of American Indians. The effect on brain development was very interesting • History of missions • Historical experiences of American Indian population. Unique responses to trauma • Understanding the trauma • Biological definitions of PTSD • Importance of Trauma in becoming culturally competent to treatment of American Indians • Cultural and traditions help one to survive and thrive and overcome personal and historical trauma • All Helpful ways					
What kind of help would you need to apply what you learned?					

More research • N/A • ACE • Access to Native American population

What would have improved the workshop?

Was great! • It was fabulous • More suggestions/guide to help • Exercises, more time • Nothing it was great • Indian Women • Additional videos



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Prepared by Tracy L. Fried & Associates, Inc.



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